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City & County of San Francisco Commission on the Status of Women

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DORKA KEEHN
President

EMILY MURASE
Vice President

JULIE BURTON
Commissioner

CAROLINE MARKS
Commissioner

JUANITA MILES
Commissioner

ANDREA SHORTER
Commissioner

VALERIE TULIER
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Agenda

Wednesday, January 29, 2003

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

DRAFT

Public comment will be heard before and/or during each agenda item.

Roster:

President Dorka Keehn

Vice President Emily Murase

Commissioner Julie Burton

Commissioner Carolene Marks

Commissioner Juanita Miles

Commissioner Andrea Shorter

Commissioner Valerie Tulier

1. CALL TO ORDER/ROLL CALL

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF MINUTES

ACTION

4 min.

Regular Meeting held Wednesday, December 18, 2002
Explanatory document: Draft Minutes

4. PRESIDENT'S REPORT

DISCUSSION

5 min.

- Justice and Courage Oversight Panel

5. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

5 min.

- 2003 DOSW Budget
- DOSW Justice and Courage Project
- DOSW Staffing Update
 - Justice and Courage Coordinator Position
 - Accounting Position
 - Staff Evaluations
- DOSW Media
 - Roe v. Wade*
- La Casa de las Madres

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5. EXECUTIVE DIRECTOR'S REPORT (CONTINUED)

- f. The Girls Report
- g. Women's Leadership Alliance

6. OLD BUSINESS

DISCUSSION/ACTION

- a. Impact of the 2003 State and City Budgets
 - o Trent Roher, Executive Director – San Francisco Department of Human Services 5 min.
 - o Debbie Lerman, Administrator – San Francisco Human Services Network 5 min.
- b. Commissioners meetings with Board of Supervisors 5 min.
- c. COSW Strategic Planning Session, February 1 2 min.

7. NEW BUSINESS

DISCUSSION/ACTION

- a. Verizon Wireless' Public Education Campaign Budget 5 min.
- b. Draft congratulatory letter to newly elected President of the Board of Supervisors Matt Gonzalez 2 min.
Action: To approve the congratulatory letter to Matt Gonzalez
- c. Draft congratulatory letter to newly re-elected Supervisor Sophie Maxwell 2 min.
Action: To approve the congratulatory letter to Sophie Maxwell
- d. Roles of COSW and DOSW 5 min.
 - o Presentation by Deputy City Attorney Paula Jesson

8. CLOSED SESSION

DISCUSSION/ACTION

45 min.

Pursuant to Government Code Section 54957 and San Francisco Administrative Code Section 67.10(b) discussion and possible action to appoint a Commissioner to coordinate the review of Executive Director Belle Taylor-McGhee.

Public Comment: (on all matters pertaining to the closed session.)

9. OPEN SESSION

DISCUSSION/ACTION

5 min.

Reconvene in open session and, pursuant to San Francisco Administrative Code Section 67.12 (b)(4): motion and vote to report any action or roll call vote taken concerning the appointment of a Commissioner to coordinate the review of Executive Director Belle Taylor-McGhee. Motion and vote to elect whether to disclose any or all of the discussion held in closed session pursuant to San Francisco Administrative Code Section 67.12 (a).

10. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

11. ANNOUNCEMENTS

DISCUSSION

5 min.

12. ADJOURNMENT

ACTION

2 min.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at <http://www.ci.sf.ca.us/cosw/>.

Know Your Rights under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact the Sunshine Ordinance Task Force, Donna Hall, Clerk, City Hall, Room 409, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4683, phone: 415-554-7724, fax:

415-554-7854, email: Donna_Hall@ci.sf.ca.us. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.ci.sf.ca.us.

Attention: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Campaign & Governmental Conduct Code § 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 30 Van Ness Ave., Suite 3900, San Francisco, CA 94102; phone: 415-581-2300, fax: 415-581-2317 and web site <http://www.sfgov.org/ethics>.



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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting

Minutes

Wednesday, January 29, 2003

5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

MEMBERS PRESENT

President Dorka Keehn
Vice President Emily Murase
Commissioner Julie Burton
Commissioner Carolene Marks
Commissioner Juanita Miles
Commissioner Andrea Shorter
Commissioner Valerie Tulier

STAFF PRESENT

Belle Taylor-McGhee, Executive Director
Winnie Xie, Grants Administrator
Caroline Donnola, Senior Policy Analyst
Carol Sacco, Policy Analyst
Angela Martin, Executive Secretary
Paula Jesson, Deputy City Attorney

1. CALL TO ORDER/ROLL CALL

President Dorka Keehn called the meeting to order at 5:07 p.m.
Commissioner Andrea Shorter arrived at 5:12 p.m.
Commissioner Julie Burton arrived at 5:14 p.m.
Commissioner Valerie Tulier arrived at 6:10 p.m.

NO PUBLIC COMMENT

2. ADOPTION OF AGENDA

m/s/c/ (Murase/Marks/Unanimous) To adopt the amended agenda for the Wednesday, January 29, 2003, Regular Commission Meeting with the elimination of the "Closed Section" item.

NO PUBLIC COMMENT

3. APPROVAL OF MINUTES

m/s/c (Shorter/Marks/Unanimous) To approve the amended minutes for the Wednesday, December 18, 2002, Regular Commission Meeting with the stipulated addition under the COSW Staff Retreat item.

NO PUBLIC COMMENT

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4. PRESIDENT'S REPORT

Justice and Courage Oversight Panel: President Keehn reported that the Justice and Courage Oversight Panel met on January 28, 2003. She stated that three of the four sub-committees have met at least once, the Data Collection Committee has met twice, and that each of the committees has presented before the Panel. She added that the Panel is concerned about the City's budget issues, particularly relating to the JUSTIS program. President Keehn stated that Greg Lowder of the Mayor's Office of Criminal Justice informed the Panel that a budget for the 2003-2004 fiscal year has not yet been established for the JUSTIS project. However, a budget should be erected by next month.

President Keehn also reported that she, Executive Director Belle Taylor-McGhee, and Treasurer Susan Leal met with Judge Donna Hitchens to discuss the Courts involvement with the Justice and Courage Project. President Keehn stated that Judge Hitchens informed them that the Courts are not permitted to participate in any policy-making decisions; therefore, they are unable to participate on the Panel. She stated that Judge Hitchens is very interested in the work of the Panel and would like her staff to work with the Panel in some capacity - either by reviewing the materials or participating on the committees. The Judge is investigating this possibility.

President Keehn also commented that Judge Hitchens is having her technology department investigate the funding issues relative to the Courts being linked to JUSTIS. She reported that due to the budget issues the panel has decided to meet on a monthly basis, and will continue to meet with the various department heads to ensure that domestic violence is a priority for each department as they look at their budget cuts.

Commissioner Marks asked about the Panel's timetable.

President Keehn stated that the Panel would like to have the evaluation process begin in 2004-2005, and added that each component will have its own evaluation mechanism. She mentioned that to begin the evaluation process the funds must be available for each department to implement the recommendations.

Commissioner Marks asked who will pay the salary for the Oversight Panel Coordinator.

President Keehn reported that the Department was awarded a grant from VAWA to fund a two-year position for the Oversight Panel.

Commissioner Marks asked about the salary for the position.

Executive Director Belle-Taylor-McGhee stated that the salary is approximately \$61,000 plus benefits.

President Keehn asked that the Coordinator Position posting be forwarded to the Commissioners via email.

President Keehn reported that Commissioner Burton will coordinate the evaluation process of the Executive Director. President Keehn suggested that Commissioner Burton contact Ann Courtright, the Department's Human Resources Representative. She also stated that any Commissioner who wanted to work on the coordination of the Executive Director's evaluation should contact Commissioner Burton.

5. EXECUTIVE DIRECTOR'S REPORT

Department on the Status of Women (DOSW) 2002-2003 Budget Update: Ms. Taylor-McGhee reported that DOSW submitted a three-percent (3%) reduction plan to the Mayor per his budget instructions to all City departments. The cuts totaled more than \$72,000, with minimal affect to the Violence Against Women (VAWA) programs. She added that the Mayor is asking that the reductions be sustained for the next fiscal year, in addition to a four-percent (4%) budget reduction. Ms. Taylor-McGhee stated that the Mayor has scheduled a meeting for January 30, 2003, with department heads to clarify the cuts. She also reported that the budget deficit is estimated to be \$350 million and added that there is no official word regarding lay-offs in the City. She will give a follow-up report at the Commission Retreat regarding the meeting with the Mayor.

DOSW Staffing Update: Ms. Taylor-McGhee stated that the Department will retain the funds for the Oversight Coordinator position. She added that the closing date for the Coordinator's position is January 10, 2003.

Ms. Taylor-McGhee also reported that DOSW no longer has an accountant on staff. The previous accountant, Peter Huynh, graduated from the Controller's 1649 Internship Program. This unfortunately leaves the department without accounting services. Ms. Taylor-McGhee added that she is working with the Controller's office to find an interim solution. She is contemplating using Peter Huynh or another accounting staff person on a temporary basis to process payroll, invoices, etc. The department may continue to participate in the 1649 Internship Program.

Ms. Taylor-McGhee added that the Department was hoping to hire an accountant in an 1822 position to assist Senior Administrative Analyst Winnie Xie with the Violence Against Women Programs. However, due to a citywide hiring freeze no additional staff can be hired. She added that DOSW is contemplating its options and may share an accountant with another Department.

Ms. Taylor-McGhee also stated that she and Rosario Navarrette are working with staff to review job descriptions and will set-up staff evaluations in accordance with the employee's anniversary date.

DOSW Media: Ms. Taylor-McGhee reported that DOSW sent out a press release on the 30th Anniversary of *Roe v. Wade* to highlight the landmark decision's significance and the status of women's reproductive health and rights.

Ms. Taylor-McGhee also reported that on January 21, 2003, she served on a panel titled "Shaping the Future of Women's Health in California" at the Coalition for Reproductive Freedom's (CCRF) annual *Roe v. Wade* celebration in Sacramento. Nearly 150 participants were in attendance. She added that CCRF is proposing to advance new sex education legislation that will be sponsored by Senator Shelia Kuehl. Ms. Taylor-McGhee concluded by saying this legislation will consolidate all sex education laws and administrative codes and that the other issue that arose was anti-choice judges.

La Casa de las Madres: Ms. Taylor-McGhee reported that she and Commissioner Keehn have a February 3, 2003, meeting scheduled with Kathy Black to follow-up on where La Casa is vis-a-vis the recommendations of DOSW.

Commissioner Marks asked if La Casa had submitted a report to the Department relative to DOSW's recommendations.

Ms. Taylor-McGhee stated that DOSW recently received a report from La Casa; however, it has not yet been reviewed.

Commissioner Miles asked if a representative from La Casa would be in attendance at the February 26, 2003, meeting.

President Keehn stated that she will inquire about La Casa's attendance at its February 3, 2003, meeting.

Status of Girls Report: Ms. Taylor-McGhee reported that the Girls Report is being reviewed by a copy editor. She added that DOSW is anticipating presenting the Report to the Commission at its February meeting. Ms. Taylor-McGhee added that she, Commissioner Shorter, Ann Lehman, and Carol Sacco had a productive meeting on January 24, 2003, to discuss the plan to unveil the report, convening a public hearing and garnering public feedback.

President Keehn asked if funding for the Report was in last year's budget.

Ms. Taylor-McGhee stated that she didn't believe so; however, DOSW is anticipating using funds from the Friends of the Commission.

End Exploitation of Youth Task Force: Ms. Taylor-McGhee reported that the Task Force will shortly end and is scheduled to present a report to the Board of Supervisors in February.

Women's Leadership Alliance: Ms. Taylor-McGhee reported that she and DOSW Policy Analyst Carol Sacco attended the Women's Leadership Alliance retreat on January 9, 2003. She stated that there was representation from the office of the Democratic Minority Whip Nancy Polici. Ms. Taylor-McGhee added that priority items on the agenda included the Bush Administration's anti-choice judges and nominees; health care access; and building broad alliance for the protection of civil liberties.

Public Comment: Elizabeth Contreras, Reyna Alcala, Anjelica Lorenzana, Claudia Ramirez (age 13) and an anonymous woman spoke to voice their complaints about the conditions and treatment at La Casa de las Madres. These complaints included mistreatment, mishandling of funds and unsanitary conditions.

President Keehn informed the public that the Commission will be taking action on the La Casa recommendations at the February Commission meeting.

6. OLD BUSINESS

Impact of the 2003 State and City Budgets: Ms. Debbie Lerman of the San Francisco Human Service Network gave a presentation informing the Commission that the Network is an association that has been in existence for approximately five years and consists of over ninety (90) San Francisco Health and Human Service agencies. She stated that the struggle for funds is at the State level where the deficit is estimated to be approximately \$30 to \$35 billion. She reported that some of the key items that are being discussed are the realignment of health and social service programs from the state to the counties. She said that these realignments will be funded by increases in the sales tax, upper level income taxes and the tobacco tax. She stated that these proposed cuts include several children and youth programs, including child welfare services, adoption assistance, and foster care programs. She commented that the food and cash assistance for legal immigrants and some CalWORKs costs will also be affected. The Network is unsure if the funding will be adequate. Ms. Lerman further stated that even if the sales tax legislation passes, there is not going to be sufficient monies to fund these programs in the future because there is not an escalator formula in place for caseload increase or population growth. Ms. Lerman added that some of the other state budget cuts include CalWORKs and SSI benefits of about six point two percent (6.2%) and that there has also been a discussion regarding cutting stage-three childcare services. She explained that stage-three childcare services amounted to about 1,200 slots in San Francisco and that fifty-seven percent (57%) of the stage-three families earn less than fifty-nine percent (59%) of the poverty level. Also, there are approximately 1,000 stage-two children in childcare whose time will expire in the next year. She stated that these cuts in childcare will have a tremendous impact on the ability for single parents to continue working. She added that there are significant amounts of healthcare cuts, especially involving MediCal programs. She added that these cuts will make fewer families eligible for MediCal. Under the proposed provisions, in order to qualify for MediCal an individual will be required to be below sixty-percent (60%) of the poverty level. Also under the provisions, benefits and service providers will decrease. She added that there has been a discussion to cut eighteen-percent (18%) of the optional benefits (dental, optometry, physical therapy, etc.) These cuts would also cut the provider rate by ten-percent (10%) now and an additional five-percent (5%) by July 1, 2003. She added that unless the City backfills that amount, MediCal providers will receive 15% less for their services. She stated that many community clinics rely on MediCal payments to operate.

Ms. Lerman also stated that one of the items to be aware of is the Vehicle License Fee that the State was backfilling to San Francisco. The State is looking to no longer backfill the money to San Francisco. The Assembly is looking at restoring that fee which could bring \$104 million into San Francisco; however, the Governor does not want to sign that bill. Ms. Lerman suggested that the Commission advocate against realignment and for the vehicle license fee. She stated that the City is facing a possible \$135 million cut from the State budget. Ms. Lerman commented that the Mayor and Board of Supervisors are trying to minimize cuts to direct services and added that the Network gives the Mayor credit for prioritizing direct services in his budget instructions to the departments. The first \$82 million in cuts did not involve any service cuts; however, the City must find another \$280 million. Ms. Lerman stated that some of the services that will be cut include:

The Aids Drug Assistance Program – this program usually receives \$20 million from the State; this year they will only receive \$9.2 million.

Huckleberry Youth Programs and Bernal Heights Neighborhood Centers both have State grants for gang and violence prevention programs. The Programs were recently informed that they will receive funding for year one; however, they will not receive funding for years two, three, or four. These cuts will affect Huckleberry's widely recognized VIP Girls Program.

Ms. Lerman ended her presentation by stating that the agencies are seeing an increase in their caseloads while funding for the programs is decreasing. She added that the agencies will advocate for the most vulnerable residents in the City.

President Keehn asked Ms. Lerman for her recommendation regarding areas the Commission should focus.

Ms. Lerman responded by saying that the Commission should focus on the State level.

Commissioner Burton asked if it would be helpful to write a letter to Senator Burton.

Ms. Lerman stated that a letter to Senator Burton would be valuable; she stated that the Senator has played a major role in advocating for funds on the State level. She also recommended speaking to the Board of Supervisors budget committee members to inform them of the importance of the programs, and advising them of the fact that some of these programs prevent costs elsewhere.

Commissioner Shorter stated that she would like to be well informed when meeting with her appointed Supervisor regarding the position the City is taking on needs of children.

Ms. Lerman stated that the Edgewood Center for Children Kinship program will not be funded.

She recommended that the Commission contact Margaret Brodtkin of Coleman Advocates for Children and Youth to get information regarding children's issues. She added that the Governor is decreasing the education budget while at the same time increasing the budget for prisons.

Public Comment: Ken Theisen of Bay Area Legal Aid stated that he is a member of the California Coalition of Battered Women. He added that several million dollars could easily be saved if the Governor would cease vetoing the parole of women who are incarcerated for killing their abusers (it is estimated that approximately 200 women are incarcerated for killing their abusers.) He added that the fastest growing prison population in California are women and that vast amounts are incarcerated for non-violent crimes. About ninety-percent (90%) of the women prisoners are victims of domestic violence.

President Keehn asked Mr. Theisen if he would please keep the Commission abreast of the California Coalition of Battered Women's activities.

Mr. Theisen stated that he will include the members of the Commission on the Coalition's list serve database to inform them of the initiatives and activities of the Coalition.

Commissioner Murase stated that the Commission should write a letter to Senator John Burton informing him of the Commission's support, and also a letter to Governor Davis to advocate for the release of women incarcerated for killing their abusers, and to ask that the women's facility remain open.

Commissioner Mursase and Ken Theisen will draft the letter to Governor Davis.

Belle Taylor-McGhee reminded Commissioner Murase that the Commission previously sent a letter to Governor Davis urging that he release several women who are incarcerated for killing their abusers, and were up for parole. She suggested that Commissioner Murase review the letter sent by the Commission as well as the Governors' response.

Commissioner Marks remarked that it may be helpful to establish a personal relationship with someone in the Governor's office.

Commissioners Keehn and Shorter as well as Executive Director Belle Taylor-McGhee responded by stating that they do have a relationship with the Governor's office.

Commissioner Shorter stated that she would be happy to review the letter sent to the Governor.

Commissioner Marks commented that copies of the letters addressed to the Senator and Governor should be sent to legislators in the Assembly and the Senate.

Commissioner Burton stated that she would review the draft letter prepared by DOSW to Senator Burton.

- **Commissioners Meeting with Board of Supervisors**

The Commissioners agreed to meet with the following Supervisors:

President Dorka Keehn	Supervisors Gavin Newsom and Matt Gonzalez
Commissioner Carolene Marks	Supervisors Jake McGoldrick and Tony Hall
Commissioner Valerie Tulier	Supervisor Aaron Peskin
Commissioners Emily Murase and Juanita Miles	Supervisors Fiona Ma and Bevin Dufty
Commissioner Andrea Shorter	Supervisor Chris Daly and Tom Ammiano
Commissioner Julie Burton	Supervisors Sophie Maxwell and Gerardo Sandoval

Commissioner Marks stated that she would like to see an edited version of the talking points to present to the Supervisors at the meetings.

President Keehn suggested listing specific monetary amounts with items to be discussed with the Supervisors.

Vice President Murase suggested investigating creative ways to generate revenue for the Department. She stated that raising the Marriage License fee could be one way of raising additional funds.

Executive Director Belle Taylor-McGhee stated that the stability of the Department's accounting services should be addressed during the meetings with the Supervisors.

President Keehn stated that the Commissioners are responsible for setting-up their individual meetings with the Supervisors.

Commissioner Tulier suggested sending out an email to all of the funded agencies to request they accompany the Commissioners to the individual meetings with the Supervisors to advocate for funds. She also suggested asking that the agencies write a letter of support for the Commission if they cannot attend.

President Keehn asked that the Commissioners email their individual meeting schedules to the Executive Director so that she can notify the funded agencies.

- **COSW Strategic Planning Session, February 1, 2003**

President Keehn thanked Vice President Murase for helping to coordinate the Retreat.

President Keehn also thanked Commissioner Burton for paying for the facilitator's fee and the food.

Commissioner Tulier thanked Commissioner Marks for providing the facility.

Vice President Murase asked that the Department provide a breakdown of its revenue at the Retreat.

NO PUBLIC COMMENT

7. NEW BUSINESS

- **Roles of COSW and DOSW – Presentation by Deputy City Attorney Paula Jesson**

Deputy City Attorney Paula Jesson explained the roles and duties of the Commission and the Department.

Commissioner Marks asked if the Commission has the authority to appoint the Executive Secretary.

The Deputy City Attorney answered affirmatively; however the Commission does not have an Executive Secretary. President Keehn stated that Angela Martin is Belle Taylor-McGhee's Executive Assistant and shares the responsibility of working with the Commission.

Commissioner Miles asked if the Executive Director was responsible for managing the administration of the Department.

The Deputy City Attorney stated that the Commission sets the policy for the Department and that the Executive Director implements the policy. She stated that the Commission as a whole directs the Executive Director.

Vice President Murase asked if the Commission functions as an advisory body or a Board of Directors.

The Deputy City Attorney stated that the Commission is not an advisory body – it sets policy. She also stated the no individual Commissioner can set policy for the Department and that policy must be set by the entire Commission.

Commissioner Shorter explained the difference between a Commission and a Board of Directors.

Vice President Muarse asked if the Commission wanted to have a closed session at the next meeting.

Several Commissioners will not be able to attend the February 26, 2003, Commission meeting; therefore, they will discuss the likelihood of a special meeting at the Retreat.

- **Verizon Wireless' Public Education Campaign Budget**

President Keehn asked if the Department employed a part-time Coordinator for the Verizon's Public Education Campaign.

Executive Director Belle Taylor-McGhee stated that the Department does not employ a Coordinator; however, \$6,000 has been allotted for the Verizon Project.

Commissioner Keehn asked how the \$6,000 will be used.

Ms. Taylor-McGhee stated that the money will be used to advance the project.

Commissioner Tulier stated that she and Caroline Marks have met to discuss maximizing the funds.

- **Draft congratulatory letter to newly elected Board of Supervisors President Matt Gonzalez**

Vice President Muarse would like to include the following language in the letter to Board President Matt Gonzalez: “As we enter a difficult budget environment, we look forward to participating in a dialogue with you on ways to protect the most vulnerable members of our community, especially women and girls.”

Commissioner Burton stated that Executive Director Belle Taylor-McGhee’s name should be added to the letter.

Action: To approve the congratulatory letter to Matt Gonzalez.

m/s/c (Marks/Tulier/Unanimous) To approve the congratulatory letter to Board President Matt Gonzalez with the recommended changes and additions.

- **Draft congratulatory letter to newly re-elected Supervisor Sophie Maxwell**

Vice President Murase would like to include the following language in the letter to newly re-elected Supervisor Sophie Maxwell: “You have been a tireless advocate for improving the lives of women and girls. You can count on our support in your continuing efforts. We look forward to working with you closely as we grapple with a difficult budget environment.”

Commissioner Burton stated that Executive Director Belle Taylor-McGhee’s name should also be added to this letter.

m/s/c (Marks/Burton/Unanimous) To approve the congratulatory letter to newly re-elected Supervisor Sophie Maxwell with the recommended changes and additions.

8. ANNOUNCEMENTS

Commissioner Shorter stated that she circulated special invitations to each of the Commissioners to attend the Center for Young Women’s Development 10th Year Anniversary Celebration on February 2, 2003.

President Keehn stated that she will be re-sworn to the Commission on January 31, 2003, at 4:30 p.m.

9. ADJOURNMENT

m/s/c (Keehn/Miles/Unanimous) The meeting was adjourned at 7:47 p.m.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at <http://www.ci.sf.ca.us/cosw/>.

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COMMISSION ON THE STATUS OF WOMEN RETREAT

Saturday, February 1, 2003
10 a.m. - 4 p.m.

Friends of the Urban Forest Conference Room
Presidio of San Francisco, Bldg. # 1007

DRAFT AGENDA

Public comment will be heard before and/or during each agenda item

- I. Review of Organizational Resources
 - A. Update on Overall Budget
 - B. Overview of Existing Staff Resources
- II. Review of 3 Year Plan
 - A. Convention to Eliminate All Forms of Discrimination Against Women (CEDAW)
 - B. Violence Against Women (VAW)
 - C. Girls
 - D. Friends of the Commission
 - E. Other Issues
 - 1. Leadership Development
 - 2. Health
 - F. Organizational Development
 - 1. Discussion on Role of Commission vs. Department
 - 2. Commission Staff
 - 3. Commission Meetings
 - 4. Annual Events
 - 5. External Relations
 - 6. Collaborations with Other City Departments

On a time available basis:

- 7. Ongoing Events & Activities

III. Adjournment

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City & County of San Francisco Commission on the Status of Women

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COSW RETREAT REVISED PUBLIC NOTICE AGENDA

Saturday, February 1

10 a.m. - 4 p.m.

Location: Friends of the Urban Forest Conference Room
Presidio of San Francisco, Bldg. # 1007

Public comment will be heard before and/or during each agenda item.

- I. Review of Organizational Resources - **DISCUSSION AND POSSIBLE ACTION TO ADOPT DOSW 2002-2003 REVISED BUDGET**
 - A. Update on Overall DOSW 2002-2003 Revised Budget
 - B. Overview of Existing Staff Resources
- II. Review of COSW 2003-2005 Strategic Plan - **DISCUSSION AND POSSIBLE ACTION TO ADOPT EACH ELEMENT OF THE COSW PROPOSED STRATEGIC PLAN (A-F)**
 - A. Convention to Eliminate All Forms of Discrimination Against Women (CEDAW)
 - B. Violence Against Women (VAW)
 - C. Girls
 - D. Friends of the Commission
 - E. Other Issues
 1. Leadership Development
 2. Health
 - F. Organizational Development
 1. Discussion on Role of Commission vs. Department
 2. Commission Staff
 3. Commission Meetings
 4. Annual Events
 5. External Relations
 6. Collaborations with Other City Departments

On a time available basis:

 7. Ongoing Events & Activities
- III. Adoption of COSW 2003- 2005 Strategic Plan - **ACTION**

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Agenda

Wednesday, February 19, 2003

5:30 P.M.

City Hall, Room 263

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

DRAFT

Public comment will be heard before and/or during each agenda item.

Roster:

President Dorka Keehn

Vice President Emily Murase

Commissioner Julie Burton

Commissioner Carolene Marks

Commissioner Juanita Miles

Commissioner Andrea Shorter

Commissioner Valerie Tulier

1. CALL TO ORDER/ROLL CALL

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF MINUTES

ACTION

4 min.

Regular Meeting held Wednesday, January 29, 2003

Explanatory document: Draft Minutes

4. PRESIDENT'S REPORT

DISCUSSION

5 min.

a. Justice and Courage Oversight Panel

b. Meetings with Board of Supervisors

5. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

5 min.

a. 2003-2004 DOSW Budget

b. La Casa de las Madres

c. Legislation for California Single Payer Health Care System

d. Girls Report on Status of Girls in San Francisco

e. End Exploitation of Youth Task Force

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6. OLD BUSINESS

DISCUSSION/ACTION

- a. The Girls Report – Possible Issuance of Report on Status of Girls in San Francisco 10 min.
- b. 2003-2004 DOSW Budget 30 min.
- c. Draft Letters regarding State Budget to Governor Gray Davis and Senator John Burton 2 min.
- d. La Casa de las Madres Response to DOSW's Recommendations Regarding Operational and Administrative Changes 45 min.

7. NEW BUSINESS

DISCUSSION/ACTION

5 min.

- a. California Single Payer Health Care System

Action: To Support in Concept a Single Payer Health Care System in California and to consider future endorsement of Senator Shelia Kuehl's proposed Single Payer legislation.

8. CLOSED SESSION

DISCUSSION

45 min.

Closed Session pursuant to Government Code Section 54957 and San Francisco Administrative Code Section 67.10(b): PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director Belle Taylor-McGhee

Public Comment: (on all matters pertaining to the closed session.)

9. RECONVENE IN OPEN SESSION

DISCUSSION/ACTION

5 min.

Vote to elect whether to disclose any or all discussions held in closed session (San Francisco Administrative Code Section 67.12(a).)

10. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

11. ANNOUNCEMENTS

DISCUSSION

5 min.

12. ADJOURNMENT

ACTION

2 min.

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Minutes

Wednesday, February 19, 2003

5:30 P.M.

City Hall, Room 263

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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MEMBERS PRESENT

President Dorka Keehn
Vice President Emily Murase
Commissioner Carolene Marks
Commissioner Juanita Miles
Commissioner Andrea Shorter
Commissioner Valerie Tulier

STAFF PRESENT

Belle Taylor-McGhee, Executive Director
Rosario Navarrette, Deputy Director
Winnie Xie, Grants Administrator
Caroline Donnola, Senior Policy Analyst
Angela Martin, Executive Secretary
Paula Jesson, Deputy City Attorney

1. CALL TO ORDER/ROLL CALL

President Dorka Keehn called the meeting to order at 5:39 p.m.
Commissioner Julie Burton was excused.

NO PUBLIC COMMENT

2. ADOPTION OF AGENDA

m/s/c/ (Murase/Marks/Unanimous) To adopt the agenda for the Wednesday, February 19 2003, Regular Commission Meeting.

NO PUBLIC COMMENT

3. APPROVAL OF MINUTES

m/s/c (Shorter/Marks/Unanimous) To approve the minutes for the Wednesday, January 29, 2003, Regular Commission Meeting at the March 26, 2003 Commission Meeting.

NO PUBLIC COMMENT

4. PRESIDENT'S REPORT

- **Justice and Courage Oversight Panel**

President Keehn reported that the Justice and Courage Oversight Panel did not meet in February. She stated that the next meeting will be held in March. President Keehn added that the Panel is currently scheduling meetings with Department Heads to discuss budget issues surrounding the domestic violence components within their departments as well as the JUSTIS project.

President Keehn also reported that Judge Donna Hitchens will appoint staff to participate on one or two of the Panel Committees.

President Keehn stated that she and Deputy Director Rosario Navarrette met with Supervisor Gavin Newsom. Supervisor Newsom presented ideas on domestic violence and 911. She added that he was very interested in the DV Oversight Panel and will look into funding for the JUSTIS Project. Supervisor Newsom said he has made a request to Gregg Lowder for a report on the status of the budget for the project for the upcoming year. He was also very interested in using CEDAW and gender analysis as a way to look at cutting the budget and that he will recommend to the Mayor's Budget Office that a gender analysis be performed when implementing budget cuts.

President Keehn commented that she, Vice President Murase, and Executive Director Belle Taylor-McGhee also met with the Board of Supervisors President Matt Gonzalez. President Gonzalez stated that he will consider sending a representative from his office to the CEDAW and Oversight Panel meetings. The Department will update President Gonzalez on the Living Wage issue.

Vice President Murase responded that she conveyed her disappointment to President Gonzalez that none of the Board of Supervisors committees are headed by either of the two women on the Board of Supervisors. President Gonzalez stated that by appointing both women to the Budget Committee, they will have a great deal of authority during the budget process. Vice President Murase also reported that President Gonzalez is interested in raising the Minimum Wage in San Francisco and would like to have the Commission look into the Minimum Wage and its impact on San Francisco women.

5. EXECUTIVE DIRECTOR'S REPORT

- **Department on the Status of Women (DOSW) 2003 Budget Update:** Ms. Taylor-McGhee reported that telephone calls were made to the directors of the funded agencies to explain the impact of the budget cuts.
- **La Casa de las Madres:** Ms. Taylor-McGhee stated the Department received a report from La Casa's Executive Director Kathy Black in relation to the recommendations from the Commission.
- **California Single Payer Health Care System:** Ms. Taylor-McGhee reported that Senator Sheila Kuehl will introduce a bill on Single Payer Health Care legislation.
- **Status of Girls Report:** Ms. Taylor-McGhee commented that the Girls Report will be mailed to the Commissioners for their edits and feedback. The Department is requesting that all edits and comments be forwarded to the Department by March 7, 2003. Ms. Taylor-McGhee stated that the department would like to have the Commission adopt the Report for public consumption at its March Commission meeting.
- **End Exploitation of Youth Task Force:** Ms. Taylor-McGhee reported that the Task Force has ended its initial work and has garnered a great deal of support from the women's community. She stated that a full report will be presented to the City Services committee of the Board of Supervisors on February 27, 2003, at 9:30 a.m.

Ms. Taylor-McGhee stated that the Task Force made three recommendations: (1) a secured residential house for teens exploited by prostitution; (2) a 24-hour, seven days-a-week crisis hotline targeted for teens exploited by prostitution; and (3) more outreach services, particularly for girls exploited by prostitution.

6. OLD BUSINESS

- **2003-2004 DOSW Budget:** Executive Director Belle Taylor-McGhee stated that the City faces a \$350 million budget shortfall and that the Mayor has instructed all City Departments to identify budget cuts to offset the deficit. She stated that this is devastating to the Department because two-thirds (2/3) of the Department's budget is allocated for domestic violence programs. She added that for fiscal year 2002-2003 the Department has absorbed approximately \$72,000. Ms. Taylor-McGhee also stated that the Department is without accounting services and is hopes to share an accountant with another department. She commented that the Department has been working with the Mayor's Budget Office to review cuts that can be identified in the budget. The target goal is approximately \$169,000 for the Department, in addition to the \$72,000 that has already been absorbed.

Ms. Taylor-McGhee stated that each City Department is charged with also submitting a contingency plan beyond the proposed cuts. She stated that the Department is proposing cuts to the funded agencies and she presented the Commission two options for cuts: a six point two percent (6.2%) across the board cut totaling \$111,767; or to cut agencies funded at \$100,000 and above by seven-percent (7%); programs funded at \$99,999 to \$25,000 by five-percent (5%); and programs that are below \$25,000 by three-percent (3%). The second option totals \$111,713. Ms. Taylor-McGhee recommended that the Commission adopt option two, which she considers the most fair.

Commissioner Miles asked if the Department had considered not funding one or two programs as opposed to cutting budgets across the board.

Ms. Taylor-McGhee stated that she would like to have a discussion with the funded programs before making a decision on that issue.

Commissioner Tulier stated that option two seemed the most fair of the two.

Commissioner Murase concurred with Commissioner Tulier.

Commissioner Marks asked about evaluating the agencies relative to the budget cuts.

Ms. Taylor-McGhee stated that the Department is looking at how to evaluate the agencies in the future.

PUBLIC COMMENT

Jennifer Grant of the Rosalie House of Saint Vincent DePaul spoke regarding the budget cuts and diversification of funding.

Commissioner Tulier asked Ms. Grant to present any ideas for evaluating the funded agencies to the Commission.

Ken Theisen of Bay Area Legal Aid spoke and recommended that no cuts be made to programs. However if cuts must be implemented, he supported option two.

Tracy Brown of Mission Neighborhood Centers spoke about the budget cuts and the effect the cuts will have on non-profit agencies. She asked the Commission to keep in mind the immigrant population when making cuts to the funded agencies.

Becki Masaki of the Asian Women's Shelter read a fax from Nina Jussef of SFWAR stating that she opposes cuts to the funded agencies. Ms. Masaki then spoke for herself and stated that if cuts are implemented, it will be the

first time that the shelter will have to cut services to women and children experiencing violence. She recommended no cuts to the agencies.

Commissioner Tulier stated that the Commissioners are meeting with the Supervisors individually and welcomed the funded agencies to also attend.

President Keehn stated that she appreciated hearing about the other cuts the agencies are facing. This will allow the Commissioners to state their case for the agencies when meeting with the Supervisors.

Vice President Murase encouraged all of the agencies to participate in the budget discussions to determine how to implement cuts to offset the deficit.

Commission Shorter and Tulier recused themselves from voting on the budget cuts to the funded agencies.

m/s/c (Murase/Marks/Carried no opposition) To adopt to cut programs funded at \$100,000 and above by seven-percent (7%); programs funded at \$99,999 to \$25,000 by five-percent (5%); and programs that are funded below \$25,000 by three-percent (3%).

- **Draft Letters regarding the State Budget to Governor Gray Davis and Senator John Burton:**
Vice President Murase stated that she would like the adoption of the letters placed on the March 26, 2003 agenda.

NO PUBLIC COMMENT

- **La Casa de las Madres**

Commissioner Tulier commented that an issue had been raised about the possibility of a conflict of interest regarding her involvement with the People's Institute West. She stated that she has worked in the past as a consultant for People's Institute West coordinating its Youth Freedom School program via a grant, and that she occasionally does pro bono work as a workshop facilitator. She added that in retrospect she should have exercised caution regarding the Commission's recommendations to La Casa, which list People's Institute West as a recommended resource. She stated that since the Department or the Commission did not mandate La Casa to use People's Institute West, and that there was not, is not, or will not be a contract between La Casa and the People's Institute West, that a conflict of interest does not exist.

Kathy Black the Executive Director of La Casa de las Madres spoke and submitted a report regarding the recommendations outlined by the Commission relative to the complaints made against La Casa. She stated that La Casa is committed to continuous improvement to its programs and as well as individuals.

Commissioner Tulier asked if La Casa could highlight the new strategies and also provide measurable timelines for the implementation of the recommendations. Commissioner Tulier added that new complaints have been presented to the Commission regarding the use of children as interpreters and she requested that this issue be reflected in the report.

President Keehn recommended that once the Commissioners had the opportunity to review the report they should forward any questions or comments to Belle Taylor-McGhee who will present them to Kathy Black.

Ms. Black stated that the Commissioners can contact her personally via telephone.

Commissioner Murase asked Kathy Black to provide a breakdown of the bilingual volunteers and also to incorporate client input in the grievance process.

Commissioner Marks asked if the other agencies were asked to abide by the La Casa recommendations.

President Keehn stated that Commissioner Marks is referring to the written Client Bill of Rights.

Belle Taylor-McGhee stated that the Client Bill of Rights is an impending project that will be done in collaboration with all of the funded agencies.

Commissioner Tulier asked if the La Casa item would be on the March agenda.

President Keehn stated that once the Commissioners had the opportunity to review the report it will then be determined if the item should be placed on the March agenda.

PUBLIC COMMENT

Tracy Brown spoke regarding the La Casa report and stated that she needs to know that action is being taken to implement the Commission's recommendations. She suggested the Commission appoint a community advisory committee to help La Casa meet the needs of the immigrant community.

Ms. Taylor-McGhee stated that Assemblyman Leland Yee's office is presenting a bill that would prohibit the use of children for language interpretation. She will provide a copy of the bill to the members of the Commission.

Commissioner Tulier recommended writing a letter to support Assemblyman Yee's bill.

7. NEW BUSINESS

• California Single Payer Health Care System

Senior Policy Analyst Caroline Donnola spoke about a proposed Single Payer Health Care System that is being introduced by Senator Sheila Kuehl for a Single Payer Health Care System in California. She added that the bill will provide all California residents with health care coverage and provide every individual access to any health care provider who is licensed in the state. Ms. Donnola stated that the health care coverage is comprehensive and includes mental health, dental and prescription drugs coverage. Ms. Donnola stated that one of the most interesting aspects of the legislation is that the estimated savings for the state is significant with one organization estimating a savings to the State at approximately \$21.3 billion a year.

Commissioner Marks asked if Ms. Donnola could provide the names of those who are for and against the legislation.

Vice President Murase stated that she strongly recommends supporting the legislation in principle.

Commissioner Shorter asked Maria Cora of the Women's Health Department for her opinion regarding the legislation.

Maria Cora stated that she supports the legislation and encouraged the Commission to support the legislation on its principles.

m/s/c (Marks/Murase/ Unanimous) To support in concept a Single Payer Health Care System in California and to consider endorsement of Senator Sheila Kuehl's proposed Single Payer legislation with the understanding that it benefits women and children in the State of California.

m/s/c (Marks/Tulier/Unanimous) At a later Commission meeting there will be a discussion of the pros and cons of the legislation.

8. CLOSED SESSION

The Commission convened its open session to meet in closed session.

9. RECONVENE IN OPEN SESSION

Vote to elect whether to disclose any or all discussion held in Closed Session (San Francisco Administrative Code Section 67.12 (a).)

m/s/c (Murase/Keehn/Unanimous) Not to disclose discussion that occurred during closed session.

10. ANNOUNCEMENTS

Commissioner Murase announced that the next CEDAW meeting will be held on Wednesday, February 26, 2003, at 2:00 p.m.

Commissioner Tulier asked that a letter of support be written to support the Buena Vista Elementary School community regarding a child that was killed in the intersection of the school.

Commissioner Miles stated that she would like a letter of support written in opposition to the Video Game Auto Theft III.

Commissioner Miles stated that the AACW Commission is scheduled to meet on February 26, 2003, in San Diego.

The meeting was adjourned at 9:30 p.m.

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NOTICE OF CANCELLED MEETING

The regularly scheduled meeting of the Commission on the Status of Women for February 26, 2003, has been cancelled.

The Commission on the Status of Women will hold a special meeting on February 19, 2003. The notice and agenda for the special February 19, 2003, meeting will be posted at a future date.

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Agenda

Wednesday, March 26, 2003

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

AMENDED

Public comment will be heard before and/or during each agenda item.

Roster:

President Dorka Keehn

Vice President Emily Murase

Commissioner Julie Burton

Commissioner Carolene Marks

Commissioner Juanita Miles

Commissioner Andrea Shorter

Commissioner Valerie Tulier

1. CALL TO ORDER/ROLL CALL

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF MINUTES

ACTION

4 min.

Regular Meetings held Wednesday, January 29, and February 19, 2003

Explanatory document: Draft Minutes

4. PRESIDENT'S REPORT

DISCUSSION

5 min.

a. Justice and Courage Project

5. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

5 min.

a. Budget/Administrative Update

b. La Casa de las Madres Update

c. Justice and Courage Project

d. Verizon Wireless

e. Sexual Assault Awareness Month

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6. OLD BUSINESS

DISCUSSION/ACTION

- a. Approval of the COSW 2003 Strategic Planning Session Minutes 5 min.
Action: To approve the Minutes of the COSW 2003 Strategic Planning Session Explanatory Document – COSW 2003 Strategic Planning Session Minutes
- b. Approval of the Status of Girls Report 5 min.
Action: To approve a draft of the Girls Report that includes the Executive Summary and to appointment Commissioner Murase to conduct final review prior to release
- c. Draft Letter regarding State Budget to Governor Gray Davis 2 min.
Action: To approve the draft letter to Governor Gray Davis Explanatory Document – Draft Letter to Governor Gray Davis
- d. Discussions regarding meetings between the Board of Supervisors and COSW Commissioners 5 min.
- f. Discussion regarding Senator Sheila Kuehl's proposed Single Payer legislation
Action: To approve the draft letter in support of the legislation Explanatory Document - SB921

7. NEW BUSINESS

DISCUSSION/ACTION

- a. Discussion regarding the possibility of raising the Minimum Wage in San Francisco 5 min.
- b. Discussion regarding the feasibility of raising the Marriage License Fees 5 min.
- c. Discussion regarding Women's response to the Iraqi War 5 min.
Action: To consider writing a resolution in opposition to the War
- e. Discussion regarding Doris Ward's 30 years of public service 5 min.
Action: To consider writing a letter of appreciation
- f. Discussion regarding Assembly Member Leland Yee's proposed legislation on the use of children as translators 5 min.
Action: To approve the draft letter in support of the legislation Explanatory Document - AB292

8. REPORTS

DISCUSSION

5 min.

- a. CEDAW
- Discussion of Board of Supervisor's Gender Budgeting Resolution
 - Discussion of the Racial Privacy Initiative

9. ANNOUNCEMENTS

DISCUSSION

5 min.

10. CLOSED SESSION

DISCUSSION/ POSSIBLE ACTION

45 min.

Closed Session pursuant to Government Code Section 54957 and San Francisco Administrative Code Section 67.10 (b): **PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director Belle Taylor-McGhee Explanatory Document – Management Performance Review for Belle Taylor-McGhee**

Public Comment: (on all matters pertaining to the Closed Session.)

11. RECONVENE IN OPEN SESSION

Vote to elect whether to disclose any or all discussions held in Closed Session (San Francisco Administrative Code Section 67.12 (a).)

12. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

13. ADJOURNMENT

ACTION

2 min.

Action: To adjourn in memory of Dr. Arthur Coleman – remarks by Commissioner Marks

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City & County of San Francisco

Commission on the Status of Women

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DORKA KEEHN
President

EMILY MURASE
Vice President

JULIE BURTON
Commissioner

CAROLENE MARKS
Commissioner

JUANITA MILES
Commissioner

ANDREA SHORTER
Commissioner

VALERIE TULIER
Commissioner

COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Regular Meeting Minutes

Wednesday, March 26, 2003
5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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MEMBERS PRESENT

President Dorka Keehn
Vice President Emily Murase
Commissioner Julie Burton
Commissioner Carolene Marks
Commissioner Andrea Shorter
Commissioner Valerie Tulier

STAFF PRESENT

Belle Taylor-McGhee, Executive Director
Rosario Navarrette, Deputy Director
Winnie Xie, Grants Administrator
Caroline Donnola, Senior Policy Analyst
Ann Lehman, Policy Analyst
Carol Sacco, Policy Analyst
Angela Martin, Executive Secretary

1. CALL TO ORDER/ROLL CALL

President Dorka Keehn called the meeting to order at 5:07 p.m.
Commissioner Juanita Miles was excused.
Commissioner Andrea Shorter arrived at 5:08 p.m.

NO PUBLIC COMMENT

2. ADOPTION OF AGENDA

m/s/c/ (Burton/Marks/Unanimous) To move that the "Closed Session" will occur between Old and New Business for the March 26, 2003 Commission Meeting.

m/s/c/ (Murase/Marks/Unanimous) To adopt the agenda for the Wednesday, March 26, 2003, Regular Commission Meeting.

NO PUBLIC COMMENT

3. APPROVAL OF MINUTES

m/s/c (Murase/Burton/Unanimous) To approve the minutes for the Wednesday, January 29, 2003, Regular Commission Meeting with the stipulated corrections.

m/s/c (Murase/Burton/Unanimous) To approve the minutes for the Wednesday, February 19, 2003, Regular Commission Meeting with the stipulated corrections.

PUBLIC COMMENT:

President Keehn welcomed Supervisor Fiona Ma to the Commission Meeting.

Supervisor Ma introduced herself to the Commission and stated that she is a member of the Budget Committee. She stated that she would like to advocate on the Commission's behalf, and requested that the Commission inform her of any budget issues affecting funded programs. Supervisor Ma concluded by stating that she hopes the Commission will continue to bring forth legislation that she and the Supervisors might sponsor.

Vice President Murase asked Supervisor Ma to inquire if city departments are conducting gender analysis when implementing budget cuts.

4. PRESIDENT'S REPORT

• Justice and Courage Oversight Panel

President Keehn reported that several members of the Justice and Courage Oversight Panel met with District Attorney Terence Hallinan to address budget cuts and recommendations outlined in the Justice and Courage Report. President Keehn stated that one of the major issues discussed is the staffing of the Misdemeanor Domestic Violence Unit, which is not fully staffed due to attrition. She added that the Panel has recommended that misdemeanor and felony domestic violence crimes be vertically prosecuted, and she commented that District Attorney Hallinan established the Unit and is very concerned about its staffing status. She stated that District Attorney Hallinan requested the Panel's support to obtain funding for the Unit and agreed to provide an Inspector for domestic violence and sexual assault crimes.

President Keehn reported that the Panel is scheduled to meet with the San Francisco Chief of Police in April.

President Keehn also reported that the working committees have been meeting and working to implement the recommendations in the Justice and Courage Report. She added that the Panel is scheduled to meet on March 27, 2003, and will hold its meeting quarterly in the future. President Keehn added that the Panel is expected to receive an update on the JUSTIS System, and that the Panel will meet with members of the Board of Supervisors who sit on the budget committee to ensure that JUSTIS is approved and financially supported.

President Keehn stated that she and Executive Director Belle Taylor-McGhee met with Esta Soler to look at other domestic violence program models around the country.

President Keehn announced that Justine McGonagle has been hired as the Justice and Courage Project Coordinator.

5. EXECUTIVE DIRECTOR'S REPORT

- Budget/Administrative Update:** Ms. Taylor-McGhee reported that a memo from the Mayor's Budget Office was circulated to department heads requesting that ten-percent (10%) contingency plans be initiated for 2003-2004, along with budget cuts that were originally proposed. She stated that DOSW's contingency plan amounts to over \$200,000. Ms. Taylor-McGhee recommended that a meeting be scheduled with the funded programs to talk about the proposed cuts.

Ms. Taylor-McGhee stated that she is restructuring staff assignments to ensure that the Department operates more efficiently. She added that the Department is reviewing the goals and objectives adopted at the Commission's February 1, 2003, Retreat to present a strategic planning document at the Commission's meeting in April.

President Keehn asked when the contingency plan was due to the Mayor's Budget Office.

Ms. Taylor-McGhee stated that the plan is due to the Budget Office in April.

President Keehn asked if a special meeting needed to be scheduled in order for the Commission to approve the ten-percent (10%) contingency plan.

Ms. Taylor-McGhee stated that a proposal, with input from the funded agencies, can be presented to the Commission at its April meeting.

President Keehn suggested that the Commission meet with the Mayor and his Budget Office to discuss the budget. President Keehn stated that she would contact the Mayor's office to schedule the meeting.

- **La Casa de las Madres:** Ms. Taylor-McGhee stated the Department has received responses from La Casa that address issues raised by the Commission at its February meeting. She added that the Department is reviewing the responses and plans to schedule a site visit to La Casa in April. Ms. Taylor-McGhee reported that the Department will make formal recommendations at the Commission's April meeting.

President Keehn and Vice President Murase thanked La Casa's Executive Director Kathy Black for responding promptly to the Commission inquiries.

Commissioner Marks stated that she would like to see the La Casa issue completed.

- **Justice and Courage Project:** Ms. Taylor-McGhee stated that she wanted to thank all of the employees from the various departments involved in the Justice and Courage process.
- **Verizon Wireless:** Ms. Taylor-McGhee reported that the department has received a shipment of 200 prepaid cell phones from Verizon. The cell phones will be distributed in April to programs who provide services to women experiencing domestic violence.
- **Sexual Assault Awareness Month:** Ms. Taylor-McGhee commented that April is Sexual Assault Awareness Month and that the Adult Sexual Assault Response and Prevention Conference will be held at City College of San Francisco in April. She added that several members of the DOSW staff plan to attend the Conference.

6. OLD BUSINESS

- **Approval of the COSW 2003 Strategic Planning Session Minutes:**

m/s/c (Shorter/Marks/Unanimous) To approve the COSW 2003 Strategic Planning Session Minutes at the April Commission Meeting.

- **Approval of the Status of Girls Report:**

Ann Lehman and Carol Sacco spoke to present the plan for the April release of the Girls Report.

m/s/c (Murase/Marks/Unanimous) To approve a draft of the Girls Report that includes the Executive Summary and to appoint Commissioner Murase to conduct final review prior to release.

PUBLIC COMMENT:

Clarissa Rojas spoke and asked that the Commission take a stance against the war.

- **Approval of the Draft Letter to Governor Gray Davis**

m/s/c (Tulier/Murase/Unanimous) To approve the draft letter to Governor Gray Davis.

- **Meetings between the Board of Supervisors and COSW Commissioners:** Commissioner Tulier stated that she is in the process of scheduling meetings with Supervisors Peskin and Sandoval. She added that she asked Executive Director Belle Taylor-McGhee to send out an email to the funded agencies extending an invitation to participate in the meetings to advocate for no budget cuts.

President Keehn stated that she thought it was important for the funded agencies to attend meetings regarding the budget.

Commissioner Shorter stated that she met with Supervisor Chris Daly and with Tom Ammiano's Staff.

Commissioner Marks stated that she would like a one-page synopsis to present at the meetings with the Supervisors.

Vice President Murase stated that Supervisor Dufty's staff is working on issues surrounding raising the Marriage License Fee.

Executive Director Belle Taylor-McGhee stated that in order to raise the Marriage License Fee, the State Legislature must mandate it.

Commissioner Marks stated that if the fee is raised, it may be difficult for some people to pay for the license.

Commissioner Shorter stated that the Commission should investigate the fee of neighboring/competing cities.

Commissioner Tulier stated that the Commission may want to look at the possibility of lobbying to raise the fee and allocating the extra funds to help other Commissions around the State.

Deputy Director Rosario Navarrette stated that the Department is designated by the State Legislature as the body which administers the Marriage License funds to the domestic violence programs.

Commissioner Murase stated that she will be the liaison between the Commission and the Board of Supervisors regarding the Marriage License Fee.

NO PUBLIC COMMENT

- **To approve the draft letter in support of Senator Sheila Kuehl's proposed Single Payer Legislation SB 921**

Senior Policy Analyst Caroline Donnola stated that she received a list of fifty-five (55) organizations that are endorsing SB 921. She added that the Bill is scheduled to be presented before four committees in April.

Commissioner Marks asked if a list of organizations that oppose the legislation was available.

Ms. Donnola stated that other legislation was being proposed by the insurance industry, which represents opposition.

Commissioner Burton asked if the legislation would pass.

Ms. Donnola stated that Senator Kuehl does not think it will pass in this Legislative Session. However, Senator Kuehl does believe it will pass next year.

Vice President Murase expressed her support for the letter regarding SB 921, and the recommended copying the letter to the San Francisco Health Commission, Association of California Commissions for Women, and Assemblymen Leland Yee and Mark Leno.

Commissioner Marks asked how the legislation would affect senior citizens.

Ms. Donnola stated that the strongest support for the legislation comes from senior citizens. She added that this legislation would apply to everyone on Medicare and supplement Medicare with prescription drug coverage.

m/s/c (Murase/Burton/Unanimous) To approve the draft letter in support of SB 921

7. NEW BUSINESS

- **Raising the Minimum Wage in San Francisco**

Caroline Donnola stated that the City of San Francisco commissioned UC Berkeley to conduct a study on the feasibility and impact regarding raising the Minimum Wage. She added that the study should be completed in two to three weeks. Ms. Donnola commented that the preliminary study suggests that an increase of the minimum wage from \$6.75 per hour to \$8.50 per hour would have a minimal impact on businesses, and she stated that eighteen-percent (18%) of businesses would see a one-percent (1%) increase in operating cost. Ms. Donnola added that Supervisor Matt Gonzalez and a number of organizations support the increase. She also reported that the plan is to do a ballot initiative in November. Ms. Donnola concluded that preliminary polls indicate that seventy-five (75%) of voters in San Francisco would vote in favor of the increase.

- **To approve the draft letter in Support of Assembly Member Leland Yee's proposed legislation on the use of children as translators AB 292**

Caroline Donnola stated that the legislation pertains to State agencies and State funded programs and would prohibited the use of children as translators to officially translate medical information, legal information and other complex issues. The legislation would affect some of the Department's programs that are State funded.

President Keehn asked about the penalty if children were used as translators.

Belle Taylor-McGhee stated that the organization would lose its State funding or contract.

Caroline Donnola stated that the purpose of the legislation is to get agencies to establish policy and to employ adult translators.

Commissioner Shorter stated that the enforceability of the legislation is not clear.

m/s/c (Tulier/Murase/Unanimous) To revise the letter to state that the Commission "is in agreement with the intent of the legislation."

8. CLOSED SESSION

The Commission adjourned its open session to meet in closed session.

9. RECONVENE IN OPEN SESSION

Vote to elect whether to disclose any or all discussion held in Closed Session (San Francisco Administrative Code Section 67.12 (a).)

m/s/c (Murase/Tulier/Unanimous) Not to disclose discussion that occurred during closed session.

NEW BUSINESS (cont.)

**President Dorka Keehn was excused
Commissioner Juanita Miles was excused.**

- **To consider writing a resolution in opposition to the War**

The issue of writing a resolution in opposition to the War will be discussed at the April 23, 2003, Commission meeting.

- **To consider writing a letter of appreciation for Doris Ward's 30 years of public service**

Commissioner Marks will draft a letter for consideration to recognize Doris Ward for her 30 years of public service.

10. REPORTS

- **CEDAW**

Commissioner Murase reported that Supervisor Gavin Newsom is sponsoring legislation to conduct a gender analysis relative to budget cuts. The resolution has received input from the Department and the CEDAW Task Force and will be introduced in the upcoming weeks to the Board of Supervisors.

11. ANNOUNCEMENTS

Commissioner Murase stated that she would like to set up a consent calendar for routine approvals and would like Amy Ackerman to present an overview of a consent calendar at the May 28, 2003, Commission meeting.

Commissioner Marks stated that she would like to adjourn the April meeting in memory of Dr. Arthur Coleman with remarks by Commissioners Marks and Miles.

Commissioner Shorter reported that the Mayor's Women Summit will occur on March 31, 2003. She also stated that the San Francisco Port Authority approved a resolution to work with the International Museum of Women to build a museum on Pier 26.

Commissioner Marks reported that the Mayor extended an invitation to a reception at the New Asian Art Museum on Sunday, March 30, 2003, at 5:30 p.m.

Commissioner Tulier reported that Monday is a holiday in remembrance of Caesar Chavez, and she asked if it could be acknowledged at the Women's Summit.

Executive Director Belle Taylor-McGhee stated that she was asked by Assembly Member Leland Yee's office to give testimony regarding the proposed legislation to prohibit the use of children as translators.

Commissioner Shorter reported that she will attend a hearing on criminal justice matters and parole reformation and will give a report at the April 23, 2003, Commission meeting.

12. PUBLIC COMMENT

No Public Comment

13. ADJOURNMENT

The meeting was adjourned at 8:00 p.m.

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DORKA KEEHN
President

EMILY MURASE
Vice President

JULIE BURTON
Commissioner

CAROLINE MARKS
Commissioner

JUANITA MILES
Commissioner

ANDREA SHORTER
Commissioner

VALERIE TULIER
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Agenda

Wednesday, April 23, 2003

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Dorka Keehn

Vice President Emily Murase

Commissioner Carolene Marks

Commissioner Juanita Miles

Commissioner Andrea Shorter

Commissioner Valerie Tulier

1. CALL TO ORDER/ROLL CALL

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF MINUTES

ACTION

4 min.

Regular Meetings held Wednesday, March 26, 2003

Explanatory Document - Draft Minutes

4. PRESIDENT'S REPORT

DISCUSSION

5 min.

- a. Justice and Courage Project
- b. Domestic Violence Roundtable
- c. End Exploitation of Youth Task Force Recommendations
- d. Resignation of Commissioner Julie Burton

5. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

5 min.

- a. Budget Update – Contingency Plan
- b. VAW Program Budget Meeting
- c. La Casa de las Madres
- d. Justice and Courage Project
- e. COSW/DOSW Strategic Plan
- f. Cultural Competency Conference

6. OLD BUSINESS

DISCUSSION/ACTION

- a. Care Not Cash 15 min.
Presentation by Supervisor Gavin Newsom
- b. VAW Programs Budget Meeting 5 min.
- c. Approval of DOSW FY 2003-04 Budget, including: 10 min.
- increased percentage of first-phase cuts to VAW programs
- five-percent (5%) contingency plan required by the Mayor
- Action: To approve the DOSW FY 2003-04 Budget**
Explanatory Documents - 2003-04 Budget
2003-04 Budget Reduction Plan
- d. Discussions regarding meetings between the Board of Supervisors and COSW Commissioners 5 min.
- e. Status of Girls Report 5 min.
-DOSW Presentation
-Presentation by Sr. Analyst Lonnie Holmes on gender specific programming at the Juvenile Probation Department
- f. Approval of the COSW 2003 Strategic Planning Session Minutes 5 min.
Action: To approve the Minutes of the COSW 2003 Strategic Planning Session
Explanatory Document – COSW 2003 Strategic Planning Session Minutes
- g. Approval of the 2003-2004 COSW Strategic Plan 5 min.
Action: To approve the 2003-2004 COSW Strategic Plan
Explanatory Document – 2003-2004 Strategic Plan
- h. Legislative Update
- SB 921 – Single Payer Legislation
- AB 292 – Prohibit use of Children as Translators
- San Francisco Minimum Wage proposed increase
- Marriage License Fee
- i. Letter of appreciation for Doris Ward's 30 years of public service 2 min.
Action: To approve the letter of appreciation
Explanatory Document – Draft Letter to Doris Ward

7. NEW BUSINESS

DISCUSSION/ACTION

- a. Meetings with the members of the Board of Supervisors' Budget Committee 5 min.
Action: To schedule meetings with Budget Committee Members
- b. Resolution on Women's Health Month (May) 5 min.
Action: To consider adopting a resolution to recognize Women's Health Month

8. REPORTS

DISCUSSION

5 min.

- a. CEDAW Vice President Murase
b. Criminal Justice Matters and Parole Reformation Commissioner Shorter
c. National Association of Commissions for Women (NACW) Commissioner Miles

9. ANNOUNCEMENTS

DISCUSSION

5 min.

10. CLOSED SESSION

DISCUSSION/ POSSIBLE ACTION

45 min.

Closed Session pursuant to Government Code Section 54957 and San Francisco Administrative Code Section 67.10 (b): PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director Belle Taylor-McGhee.

Explanatory Document – Management Performance Review for Belle Taylor-McGhee

11. OPEN SESSION

Reconvene in open session and, pursuant to San Francisco Administrative Code Section 67.12 (b)(4). Motion and vote to report any action or roll call vote taken concerning the Public Employee Performance Evaluation of Executive Director Belle Taylor-McGhee. Motion and vote to elect whether to disclose any or all discussions held in Closed Session pursuant to San Francisco Administrative Code Section 67.12 (a).

12. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

13. ADJOURNMENT

ACTION

2 min.

Action: To adjourn in memory of Dr. Arthur Coleman – remarks by Commissioners Miles and Marks

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San Francisco Commission on the Status of Women

April 23, 2003

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Minutes

Wednesday, April 23, 2003

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102



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MEMBERS PRESENT

President Dorka Keehn
Vice President Emily Murase
Commissioner Carolene Marks
Commissioner Juanita Miles
Commissioner Andrea Shorter
Commissioner Valerie Tulier

STAFF PRESENT

Belle Taylor-McGhee, Executive Director
Winnie Xie, Grants Administrator
Caroline Donnola, Senior Policy Analyst
Ann Lehman, Policy Analyst
Carol Sacco, Policy Analyst
Angela Martin, Executive Assistant

CALL TO ORDER/ROLL CALL

President Dorka Keehn called the meeting to order at 5:10 p.m.
Commissioner Valerie Tulier arrived at 5:17 p.m.

NO Public Comment

2. ADOPTION OF AGENDA

m/s/c/ (Marks/Miles/Unanimous) To adopt the agenda for the Wednesday, April 23, 2003, Regular Commission Meeting.

NO PUBLIC COMMENT

3. APPROVAL OF MINUTES

m/s/c (Miles/Marks/Unanimous) To approve the minutes for the Wednesday, March 26, 2003, Regular Commission Meeting with the stipulated non-substantive corrections.

NO PUBLIC COMMENT

4. PRESIDENT'S REPORT

- **Justice and Courage Project:** President Keehn reported that the Justice and Courage Panel met on March 27, 2003, and addressed several issues, including the JUSTIS Computer System. She stated that with the current budget crisis, the Panel is concerned that the JUSTIS budget will be cut. President Keehn added that the original budget was reported to be \$2.5 million, which would allow for additional work on the computer system. However, it is reported that the budget will be \$1.5 million. President Keehn added that the Panel will meet with Mayor Brown and the Board of Supervisors Budget Committee to continue to lobby for funds for JUSTIS and other domestic violence programs.

President Keehn reported that the Panel discussed evaluation mechanisms for the recommendations outlined in the Justice and Courage Report. Each committee was asked to develop the evaluation mechanisms for the recommendations, and an independent evaluator will conduct the evaluation. President Keehn stated that she will meet with Panel member Patti Chang to discuss potential foundations who may be interested in funding the evaluation.

President Keehn announced that she and Executive Director Belle Taylor-McGhee met with Esta Sola of the Family Violence Prevention Fund to discuss "Best Practices" and suggestions for other funding sources. She added that San Diego is a model to be reviewed.

President Keehn reported that the Panel will meet with Police Chief Sanders on May 5, 2003

Vice President Murase asked that CEDAW and a gender component be included when developing the evaluation mechanisms.

Domestic Violence Roundtable: President Keehn reported that she attended the Domestic Violence Roundtable and that both the Department and Commission were in attendance. She stated that the Roundtable was created by the Family Violence Prevention Fund after Clair Joyce Temponko's murder and that the Roundtable is interested in supporting the work of the Oversight Panel.

End Exploitation of Youth Task Force Recommendations: President Keehn reported that Kamala Harris spoke about the End Exploitation Task Force at the Domestic Violence Roundtable. She recommended that the Commission investigate the work of the Task Force to see how it can participate. She commented that the Commission could be involved in the development of a safe house for girls involved in prostitution.

Resignation of Commissioner Julie Burton: President Keehn reported that Commissioner Julie Burton has resigned from the Commission to take a position in New York City. She suggested that the Commission produce a proclamation to present to Commissioner Burton for her work. President Keehn asked that the Commissioners contact her or Geraldine Hernandez of the Mayor's office with any suggestions for a replacement.

Commissioner Tulier suggested that the Commission hold a brainstorming session to discuss a potential replacement.

President Keehn reported that she attended the SafeStart meeting. She stated that the meeting brought to her attention the potential conflict between those who advocate for children and those who advocate for women.

Public Comment:

Norma Hotaling of SAGE spoke about the exploitation of children through prostitution. She stated that by calling a child a prostitute, society is making it acceptable to exploit and abuse a group of children. Ms. Hotaling added that children are normally arrested and put into the criminal justice system and that limited resources focus on the child as the perpetrator and not on the recruiters, traffickers or pimps. Ms. Hotaling added that a safe house does not exist for girls and that in order for girls to receive services, they are usually held in the criminal justice system.

Becki Masaki spoke and stated that several San Francisco domestic violence programs have been part of a national initiative to address the interaction of domestic violence and child maltreatment. Ms. Masaki offered to gather pertinent information for the Commission.

5. EXECUTIVE DIRECTOR'S REPORT

- **Budget Update:** Ms. Taylor-McGhee reported that the City has a \$100 million shortfall. She stated that the Mayor plans to present a balanced budget to the Board of Supervisors on June 1, 2003. Ms. Taylor-McGhee added that approximately 400 layoff notices were distributed to City employees and that the City cannot guarantee that more layoffs will not take place in the future. To avoid layoffs, the City is attempting to get more concessions from the Unions in the area of retirement contributions. Ms. Taylor-McGhee stated that the Mayor's Budget Office has reported the 24 out of 38 bargaining units have agreed to some give backs.

Contingency Plan: Ms. Taylor-McGhee reported that the Department was initially told that it had to produce a ten-percent (10%) contingency plan along with the \$169,000 in budget cuts that were imposed on the Department. She stated that the contingency plan has been reduced to five-percent (5%) making the target number \$114,000. Ms. Taylor-McGhee recommended to the Commission that they adopt cuts of seven-percent (7%) across the board for programs funded at \$26,000 or more.

- **Violence Against Women (VAW) Program Budget Meeting:** Ms. Taylor-McGhee reported that the Department, along with Commissioner Tulier, held a budget meeting with representatives from the VAW programs. She stated that the meeting presented an opportunity for the Department to get direct input regarding the budget cuts from the funded agencies, and that the Department's seven-percent recommendation is a direct result of the meeting. She added that Becki Masaki facilitated a closed session with the agencies. She ended by stating that the funded programs are strategizing to determine how to educate the Board of Supervisors and the Mayor's Office regarding the impact of the budget cuts.
- **La Casa de las Madres:** Ms. Taylor-McGhee stated she, Senior Policy Analyst Caroline Donnola and Commissioner Juanita Miles, participated in a site visit on April 21, 2003. She thanked La Casa's Executive Director Kathy Black for participating in the process and for making her staff available for questions. Ms. Taylor-McGhee added that one of the recommendation made in the past was that any information that was available at La Casa was prominently posted and easily accessible and available to women they serve. She also added that a Client Bill of Rights was displayed in a prominent location along with a grievance policy in both English and Spanish.

Ms. Taylor-McGhee updated the Commission on La Casa's compliance with the

Department's previous recommendations and outlined the following recommendations:

1. La Casa must maintain a minimum of one, but preferably at least two, Spanish speaking staff who interact with clients (advocates, facility assistants, managers of client services) 24 hours a day, seven days a week. Language line and pagers cannot take the place of staff on site. We recommend that La Casa develop a proposal for how to accomplish this by June 1, 2003. We would like to see appropriate staffing in place no later than September 1, 2003.
2. La Casa will develop a written policy expressing their opposition to the use of children as interpreters, which will be prominently posted in English and Spanish by June 1, 2003, a copy of which will be provided to DOSW.
3. La Casa must submit to DOSW the grievance policy and Client Bill of Rights currently posted at the shelter for our review by June 1, 2003. Furthermore, we request that La Casa work with us to develop a more comprehensive policy, which would include a means for clients to grieve to an independent body if they so choose. This revised grievance policy should be in place no later than January 1, 2004.
4. Food staples, particularly those needed by children, (such as milk, juice, cereal, bread, peanut butter, etc.) must be available and easily accessed 24 hours a day, 7 days a week. Furthermore, La Casa must prominently post (in English and Spanish) a clear policy on food availability and accessibility. This policy should be provided to DOSW by June 1, 2003.
5. Anti-racism training must be provided to all staff and volunteers who work with clients. Training must be provided by January 1, 2004.
6. We recommend that DOSW conduct another site visit in July, 2003.

Commissioner Miles thanked the La Casa staff and Director for allowing her to visit the facilities. She added that her main concern was the food issue, and she recommended that basic food be available for children at all times - 24 hours a day, 7 days a week.

Commissioner Tulier stated that she wanted to commend the clients for coming forth with the complaints against La Casa and added that this keeps the programs accountable. She appealed to La Casa to hire a bilingual individual for the night shift. Commissioner Tulier also encouraged La Casa to contact the DOSW Executive Director if challenges are being encountered when attempting to implement the recommendations.

Commissioner Marks stated that other shelters within the City should also be made to abide by the same recommendations as La Casa.

Executive Director Belle Taylor-McGhee stated that the Department is currently investigating the contracting and compliance issues of funded agencies to develop recommendations for all of the domestic violence programs.

Commissioner Marks asked if a timetable was in place for instituting the recommendations at the other funded agencies.

Ms. Taylor-McGhee stated that she would discuss the timetable at the next Commission meeting.

- **Justice and Courage Project:** Ms. Taylor-McGhee reported that she and Justice and Courage Project Coordinator Justine McGonagle attended the Technical Steering Committee meeting. She stated that the Panel will give data to the Committee for the domestic violence module. Ms. Taylor-McGhee added that the Department is now a client of JUSTIS.

- **Cultural Competency Conference:** Ms. Taylor-McGhee reported that she, Deputy Director Rosario Navarrette and Senior Administrative Analyst Winnie Xie, attended a Cultural Competency Conference in San Jose.

Ms. Taylor-McGhee recommended that the head of the domestic violence program for the State of New York, Dr. Sujata Warriar who conducted the training, be invited to conduct a seminar.

Commissioner Shorter stated that it will behoove the Commission to look at the domestic violence issue in a political context in its relationship to the criminal justice system.

President Keehn thanked Ms. Taylor-McGhee and Commissioner Miles for their efforts surrounding La Casa. She also thanked La Casa's Executive Director Kathy Black for her work with the Commission and Department.

Public Comment:

Jennifer Grant of the Riley Center spoke regarding access to bilingual services at shelters. She stated that although the Riley Center is staffed 24 hours a day, it does not provide bilingual services 24 hours a day. She added that it would be impossible to provide bilingual services for all languages 24 hours a day, 7 days a week. She ended by saying that the W.O.M.A.N., Inc. crisis hotline does offer overnight bilingual services.

Commissioner Tulier commented that she thinks that it is important to continue to raise the issue of bilingual staff and to always be proactive in terms of hiring practices. She added that the community assumes La Casa de las Madres is a facility that offers bilingual services.

Nina Jusuf of San Francisco Women Against Rape spoke regarding diversity training. She stated that diversity training at La Casa should be conducted as soon as possible.

Becki Masaki of the Asian Women's Shelter spoke regarding the excellence of Dr. Sujata Warriar's work and training curriculum

Commissioner Marks was excused at 6:15 p.m.

6. OLD BUSINESS

- **VAW Programs Budget Meeting:**

Commissioner Tulier stated that the turnout was excellent for the budget meeting. She added that she is pleased that the funded agencies suggestions are incorporated into the budget, and that she is looking forward to establishing working committees in which the funded agencies will participate and have input into the Commission's work.

Vice President Murase thanked Becki Masaki for facilitating the closed session at the meeting. She stated that she hopes the Commission will continue to work collaboratively with the funded agencies.

- **Approval of DOSW FY 2003-04 Budget**

m/s/c/ (No action could be taken on the budget due to Commissioners Shorter and Tulier recusing themselves.)

Public Comment:

Jennifer Grant spoke regarding the budget and requested that more information be provided relative to the changes in the budget reductions to the funded agencies. She stated that the funded agencies are requesting that the contracts of the Cooperative Restraining Order Clinic (CROC) and the San Francisco Bar Association not be viewed as one contract but as separate contracts.

Executive Director Belle Taylor-McGhee stated that the Department has a contract with the Bar Association and not with CROC. She added that the Department will consider the recommendation in the next fiscal cycle.

Senior Administrative Analyst Winnie Xie stated that the Department based the budget reduction on the total amount awarded to the Bar Association since it is the fiscal agent for CROC. She added that the Department is waiting to receive a Memorandum of Understanding (MOU) from CROC.

Ms. Taylor-McGhee stated that the changes in the budget reduction plan were implemented by the Mayor's Budget Office.

Emberly Cross of CROC spoke and stated that she was unaware that the Department did not have a copy of the MOU between CROC and the Bar Association. She added that she will fax a copy to the Department.

Senior Administrative Analyst Winnie Xie stated that the last year's MOU expired. She stated that the Department has not received a current year MOU.

Beverly Upton of the San Francisco Domestic Violence Consortium spoke and urged the Commission to adopt and implement the recommendations made by the other funded agencies relative to CROC. She also stated that the funded agencies will be meeting with the Supervisors on the Budget Committee to discuss the budget and the effect the cuts will have on women.

Nina Jusuf of San Francisco Women Against Rape spoke about the budget and the effect the cuts will have on her organization.

Vice President Murase stated that she would like to see support from the funded agencies when attempting to raise revenue for funding.

Becki Masaki of the Asian Women's Shelter spoke regarding the budget and stated that the agencies are also experiencing cuts from the other funders, including DOSW. She suggested that to solve the problem of the fiscal sponsorship for CROC, the Department should make the threshold for the eight-percent cut at \$106,000.

President Keehn asked that the City Attorney be present at all Commission meetings. She also asked that the Commissioners inform her, the Vice President or the Executive Director, before the meeting, if someone needs to be recused or excused early. She added that a special meeting will have to be scheduled to approve the budget.

Executive Director Belle Taylor-McGhee stated that she is not comfortable implementing the funded agencies suggestion relative to CROC until all of the administrative issues have been resolved.

Commissioner Murase stated that the Department and Commission should seriously consider the funded agencies recommendation regarding CROC.

- **Status of Girls Report**

Lonnie Holmes of the Juvenile Probation Department spoke regarding the status of girls in the criminal justice system. He stated that once girls are released from the justice system, no funded intervention or transitional services are available for them to utilize. He stated that services ought to be congruent with the community's needs when they are implemented.

Commissioner Murase requested that the Probation Department conduct a gender analysis and show the effect the budget cuts will have on its Department and its services to girls.

Commissioner Shorter commented that the commitment has not been made to redirect the resources to sustaining the efforts to serve girls. She added that there is a perception that in order for girls in crisis to be served, they must be arrested and detained for an extensive period of time.

Ann Lehman and Carol Sacco presented the findings of the Girls Report. Ann Lehman reported that information was not readily available specific to girls in San Francisco. She stated that the Girls Report will enable agencies to access data and information pertaining to middle and high school girls.

Carol Sacco stated that the report will be officially released on Thursday, May 8, 2003, at 10:00 a.m. at the Women's Building.

The Commissioners thanked Carol Sacco and Ann Lehman for their work on the Girls Report.

PUBLIC COMMENT:

Gloria Tan of the Gum Moon Women's Shelter spoke about the positive affects that the funding from the Department has on women in the community.

- **Approval of the COSW 2003 Strategic Planning Session Minutes**

m/s/c (Miles/Tulier/Unanimous) To approve the minutes of the COSW 2003 Strategic Planning Session.

- **Approval of the 2003-2004 COSW Strategic Plan**

m/s/c (Keehn/Miles/Unanimous) To postpone the approval of the 2003-2004 Strategic Plan and the Closed Session to the next Commission meeting

- **Legislative Update**

Senior Policy Analyst Caroline Donnola gave a report to update the Commission on the following legislative issues:

SB 921 - Ms. Donnola stated that the bill has a total of 16 sponsors in the Senate and has been endorsed by more than 200 organizations. She added that the bill will be presented before the Insurance Committee on April 30, 2003. Ms. Donnola commented that she plans to testify before the Insurance Committee in support of the bill on behalf of the Department and Commission.

AB 292 - Ms. Donnola reported that Executive Director Belle Taylor-McGhee testified in support of the intent of the bill at the Business and Professions Committee. She stated that although the bill did not initially pass the Committee, it was sent back for reconsideration and passed. She added that the bill is now in Appropriations and will be heard on or before April 30, 2003.

San Francisco Minimum Wage Proposed Increase - Ms. Donnola reported that a study was commissioned by the City of San Francisco from the University of California, Berkeley. She stated that preliminary results from the study indicate an increase from the current minimum wage of \$6.75 per hour to \$8.50 per hour would have very limited impact on businesses. She added that approximately fifteen-percent of people in San Francisco opposed the initiative. Ms. Donnola also stated that \$8.50 is the approximate amount that the minimum wage would be if the wage had been properly adjusted due to inflation. She reported that there will be a hearing held by the Board of Supervisors in the next few weeks where the study will be officially released and presented to the public. She concluded by stating that currently Supervisor Matt Gonzalez and a number of supporters are considering asking the Board to put an initiative on the ballot in favor of the \$8.50 per hour minimum wage. Ms. Donnola stated that it is anticipated that the initiative will have a positive effect on women. She added that once the results are released and the Commission has had time to evaluate its findings, it should give consideration to supporting the initiative.

Marriage License Fee - Ms. Donnola stated that the Marriage License fee is regulated by state law and can only be changed through the state legislature. She commented that each county determines the fee based on the cost of recovery of all expenses. Ms. Donnola stated that the fee for San Francisco can only be increased by going to the State legislature and increasing the fee for each county in the state. The current fee in San Francisco is \$80.00 and of this, the county receives \$50.00 to cover its costs, domestic violence programs receive \$23.00, the State Department of Vital Records receives \$2.00 and Family Court receives \$5.00. To compare San Francisco with other counties, Alameda County charges \$67.00 and Marin County charges \$75.00. She ended by saying further research is needed to discover what it would take to accomplish the increase of the fee.

Ms. Donnola announced that a town meeting held by Assemblymember Wilma Chan will take place on Friday, April 25, 2003, in Oakland regarding the potential cuts to MediCal.

Commissioner Tulier stated that she would like the Commission to continue to pursue increasing the Marriage License Fee.

Commissioner Shorter commented that the decision to increase the fee is a political decision and the Commission should consider its capacity to lead the effort to increase the fee.

Vice President Murase stated that the issue should be raised at the State Commission level.

Commissioner Shorter suggested approaching Carol Migden who sits on the Board of Equalization to discuss raising the Marriage License Fee.

Commissioner Tulier suggested that the Department conduct an analysis of the time it will take to coordinate efforts to raise the fee.

- **To approve the letter of appreciation to Doris Ward**

m/s/c (Shorter/Miles/Unanimous) To draw a resolution in honor of the 30 years of service that Doris Ward has provided to the City and County of San Francisco.

Commissioner Shorter will work with the Department to draw a resolution for Doris Ward.

NO PUBLIC COMMENT

7. NEW BUSINESS

- **Meeting with the members of the Board of Supervisors' Budget Committee**

President Keehn will email or fax a list of the Budget Committee members to the Commissioners so that meetings can be scheduled with the members.

m/s/c (Miles/Shorter/Unanimous) To schedule the meetings with the Budget Committee members.

No Public Comment

- **Resolution on Women's Health Month (May)**

m/s/c (Shorter/Murase/Unanimous) To adopt a resolution to recognize Women's Health Month.

8. REPORTS

- **CEDAW**

Commissioner Murase reported that Syria has signed CEDAW. She stated that the only countries that have not ratified CEDAW are the United States, North Korea, Iran and Sudan.

Commissioner Murase also stated that the Board of Supervisors adopted the legislation asking for gender analysis of budget cuts with the addition that further analysis be conducted on the impact on limited efficiency individuals. She added that a memo will be sent out to all departments requesting the information. She stated that the Task Force has a commitment from Supervisor Ma that Departments will be asked, as they come up before the Budget Committee, about the impact of the budget cuts on women and girls.

Commissioner Murase stated that the formulation of a CEDAW committee was discussed at the CEDAW strategic planning session and a vote was taken to formulate a committee of the Commission. She commented that some Task Force members were not pleased with the decision and may come before the COSW with their arguments.

Vice President Murase also announced that the Task Force is working closely with the Controller's Office on how to institutionalize CEDAW in the budget process.

Commissioner Murase reported that on May 10, 2003, the Los Angeles Commission on the Status of Women is holding a work shop on discrimination at UCLA, and a member of the Task Force will present to talk about the work in San Francisco.

- **Criminal Justice Matters and Parole Reformation**

Commissioner Shorter reported that the Legislative Analyst office had presented to the State Legislature ideas on ways to move parole into a county level. She stated that this will have a positive effect on serving Women that are being released from the Department of Corrections. Commissioner Shorter added that this will present a better opportunity to discuss and influence how resources are being directed and allocated to support services for women involved in the system. She stated that she will keep the Commission updated on the issue.

- **National Association of Commissions for Women (NACW)**

Commissioner Miles reported that she attended the National Association of Commissions for Women (NACW) Winter Board meeting. She stated that the 2003 National Convention will be held in Wilmington, Delaware. Commissioner Miles also reported that the National Conventions for 2004 and 2005 will be held in Sarasota, Florida and San Diego, California. She stated that if the Commission is interested in hosting the National Convention in San Francisco in 2006, the information should be submitted to NACW no later than June 6, 2003. She also reported that she has been elected as the Chair of the Resolutions Committee for the National Convention and is looking forward to COSW submitting one (1) resolution at the Convention. Commissioner Miles added that this is an election year for officers and directors at-large and nominations must be submitted to NACW no later than May 16, 2003. She stated that the budget for the National Convention is \$83,749.80.

Commissioner Miles announced that the Association of California Commissions for Women (ACCW) is holding its meeting on Friday, May 16, 2003.

NO PUBLIC COMMENT

9. PUBLIC COMMENT

No Public Comment

10. ADJOURNMENT

The meeting was adjourned at 8:20 p.m.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone:

415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at: <http://www.ci.sf.ca.us/cosw/>.

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San Francisco Commission on the Status of Women

May 12, 2003 Special

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco

≡ Special Meeting

≡ Agenda

Monday, May 12, 2003
3:30 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

DOCUMENTS DEPT.

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Public comment will be heard before and/or during each agenda item.

Roster:

President Dorka Keehn
Vice President Emily Murase

Commissioner Carolene Marks
Commissioner Juanita Miles

1. CALL TO ORDER/ROLL CALL 1 min.

2. ADOPTION OF AGENDA ACTION 2 min.

3. OLD BUSINESS DISCUSSION/ACTION

a. Approval of DOSW FY 2003-04 Budget, including: 30 min.

- increased percentage of first-phase cuts to VAW programs

- ten-percent (10%) contingency plan required by the Mayor

Action: To approve the DOSW FY 2003-04 Budget

4. PUBLIC COMMENT DISCUSSION 2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

5. ADJOURNMENT ACTION 2 min.

American Sign Language interpreters and a Sound Amplification System provided upon

request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at <http://www.ci.sf.ca.us/cosw/>.

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(Chapter 67 of the San Francisco Administrative Code)

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San Francisco Commission on the Status of Women**May 12, 2003 - Special Meeting****COMMISSION ON THE STATUS OF WOMEN****City and County of San Francisco****Special Meeting****Minutes****Monday, May 12, 2003****3:30 P.M.****City Hall, Room 408****1 Dr. Carlton B. Goodlett Place****San Francisco, CA 94102**

DOCUMENTS DEPT.

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SAN FRANCISCO
PUBLIC LIBRARY**MEMBERS PRESENT**President Dorka Keehn
Vice President Emily Murase
Commissioner Carolene Marks
Commissioner Juanita Miles**STAFF PRESENT**Belle Taylor-McGhee, Executive Director
Rosario Navarrette, Deputy Director
Caroline Donnola, Senior Policy Analyst
Angela Martin, Executive Secretary**1. CALL TO ORDER/ROLL CALL**

President Dorka Keehn called the meeting to order at 3:35 p.m.

NO Public Comment**2. ADOPTION OF AGENDA**

m/s/c/ (Keehn/Murase/Unanimous) To adopt the agenda for the Monday, May 12, 2003, Special Meeting.

NO PUBLIC COMMENT**3. OLD BUSINESS**

Deputy Director Rosario Navarrette explained the details of the three-percent (3%) Budget Reduction Plan. She stated that the Department's budget will be reduced by \$72,739.00.

m/s/c/ (Murase/Marks/Unanimous) To adopt the three-percent (3%) Budget

Reduction Plan for fiscal year 2002-2003 to the amount of \$72,739.00.

Ms. Navarrette explained the budget reductions to the VAW Programs and stated that the total change in the General Fund budget for fiscal year 2003-04 is \$390,561.00.

President Keehn asked Ms. Navarrette what the repercussions would be if the Commission only agreed to a five-percent (5%) cut.

Noelle Simmons of the Mayor's Budget Office stated that if the Commission does not vote to approve the ten-percent (10%) contingency cuts, the cuts will still appear in the budget that the Mayor will submit to the Board of Supervisors. She further stated that a letter will accompany the budget to the Board stating that the Commission did not ratify the cuts. Ms. Simmons concluded by saying that the Board of Supervisors will make the final determinations regarding the cuts to the budget.

Commissioner Miles asked if the Board of Supervisors could further reduce the Department's budget if the cuts were not approved.

Ms. Simmons responded affirmatively.

Commissioner Miles asked Ms. Simmons about the possibility of the Department not being cut by the full ten-percent (10%).

Ms. Simmons stated that the budget that the Mayor will submit to the Board of Supervisors will reflect the full ten-percent (10%) cut. However, the Board of Supervisors makes the final decision regarding the budget and could decide to restore some of the cuts.

Commissioner Marks stated that the funded agencies should also write letters to the Board of Supervisors voicing concern about the impact of the budget cuts.

President Keehn stated that women from the various community based organizations should attend the June 9, 2003, budget hearings. She added that the Commission should organize the event. She also stated that Supervisor Sophie Maxwell and Fiona Ma have agreed to help.

m/s/c (Marks/Keehn/Unanimous) To accept the 2003-2004 budget without the ten-percent (10%) contingency plan.

Commissioner Miles asked for clarification regarding who will be responsible for organizing the event relative to the June 9, 2003, hearing for the budget.

President Keehn stated that the organization of the event should be the responsibility of both the Commission and Department.

Executive Director Belle Taylor-McGhee stated that the Commission would want to be at the Budget Committee's June 9, 2003, meeting, and at the Board of Supervisors' meeting when the budget will be discussed.

Vice President Murase commended the staff for the work on the budget.

Commissioner Marks stated that she would like to have talking points available

to present at the meetings with the Board of Supervisors Budget Committee members.

It was decided that President Keehn will meet with Supervisor Daly; Vice President Murase will meet with Supervisor Ma; Commissioner Miles will meet with Supervisor Maxwell; and Commissioner Marks will meet with Supervisor Peskin to discuss the budget cuts.

Noelle Simmons suggested that the Department inform the Mayor's office, in writing, that the Commission approved the budget without the additional ten-percent (10%) contingency plan.

Commissioner Marks asked when the talking points would be available to present to the Board of Supervisors' Budget Committee.

Executive Director Belle Taylor-McGhee stated that the Department could provide the talking points to the Commission by June 1, 2003. She added that the Domestic Violence Consortium is also creating a document to present to the Board of Supervisors.

PUBLIC COMMENT

Khushbu Sirvastava of the Asian Women's Shelter spoke and stated that the Commission could play a major role in organizing community based organizations and women to make a statement about the budget at the Board of Supervisors' meetings.

4. ADJOURNMENT

The meeting was adjourned at 4:24 p.m.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone:

415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at: <http://www.ci.sf.ca.us/cosw/>.

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DORKA KEEHN
President

EMILY MURASE
Vice President

CAROLENE MARKS
Commissioner

JUANITA MILES
Commissioner

ANDREA SHORTER
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS-COFIELD
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Agenda

Wednesday, May 28, 2003

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Dorka Keehn

Vice President Emily Murase

Commissioner Carolene Marks

Commissioner Juanita Miles

Commissioner Andrea Shorter

Commissioner Valerie Tulier

Commissioner Angela Williams-Cofield

1. CALL TO ORDER/ROLL CALL

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF MINUTES

ACTION

4 min.

Regular Meetings held Wednesday, April 23, 2003

Explanatory Document - Draft Minutes

4. PRESIDENT'S REPORT

DISCUSSION

5 min.

- a. Welcome New Commissioner – Angela Williams-Cofield
- b. Meeting with Mayor Brown
- c. Justice and Courage Panel

5. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

5 min.

- a. Budget Update
- b. Girls Report
 - presentation event
 - media
- c. VAW Program Update
- d. Justice and Courage Project
- e. Office of Women's Health Strategic Plan and Report

6. OLD BUSINESS

DISCUSSION/ACTION

- a. Legislative Update 5 min.
- SB 921 – Single Payer Legislation
- AB 292 – Prohibit use of Children as Translators
- San Francisco Minimum Wage proposed increase

7. NEW BUSINESS

DISCUSSION/ACTION

- a. Budget presentation for June 9, 2003, Board of Supervisors Budget Meeting 5 min.
Action: To adopt a process for the June 9, 2003, Board of Supervisors Budget Meeting
b. Consent Calendar 5 min.
Action: To institute a consent calendar for COSW meetings
c. Discussion of a joint hearing between the Juvenile Probation Commission and COSW on Girls Services
Action: To consider holding a joint hearing
d. Presentation by Norma Hotaling, SAGE Director 10 min
e. Presentation by Lisa Parks and Dr. Vanessa Kelly - Adult Sexual Assault Task Force 5 min.
f. Letter to the San Francisco County Transportation Authority Board
Action: To consider writing a letter to the San Francisco County Transportation Authority Board asking that it make a request to the Human Rights Commission to conduct an investigation into complaints raised by Thier PR.

8. REPORTS

DISCUSSION

5 min.

- a. Girls Report and Next Steps Commissioner Shorter
b. Association of California Commissions for Women (ACCW) Commissioner Miles

9. ANNOUNCEMENTS

DISCUSSION

5 min.

10. CLOSED SESSION

DISCUSSION/ POSSIBLE ACTION

45 min.

- a. Public Comment on all matters pertaining to the Closed Session
b. Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director Belle Taylor-McGhee

11. OPEN SESSION

- a. Reconvene in open session and, pursuant to San Francisco Administrative Code Section 67.12 (b)(4). Motion and vote to report any action or roll call vote taken concerning the Public Employee Performance Evaluation of Executive Director Belle Taylor-McGhee. Motion and vote to elect whether to disclose any or all discussions held in Closed Session pursuant to San Francisco Administrative Code Section 67.12 (a).

12. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

13. ADJOURNMENT

ACTION

2 min.

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The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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Know Your Rights under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact Donna Hall, Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854, email: Donna.Hall@sfgov.org. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.ci.sf.ca.us.

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San Francisco Commission on the Status of Women

May 28, 2003 Cancelled



COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

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≡ Agenda

Notice of Cancelled Meeting

The regularly scheduled meeting of the Commission on the Status of Women for May 28, 2003, has been cancelled.

The Commission on the Status of Women will hold its next meeting on June 25, 2003.

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City & County of San Francisco Commission on the Status of Women

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Agenda

Wednesday, June 25, 2003

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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AMENDED

Public comment will be heard before and/or during each agenda item.

Roster:

President Dorka Keehn

Vice President Emily Murase

Commissioner Carolene Marks

Commissioner Juanita Miles

Commissioner Andrea Shorter

Commissioner Valerie Tulier

Commissioner Angela Williams-Cofield

1. CALL TO ORDER/ROLL CALL

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF MINUTES

ACTION

4 min.

Regular Meetings held Wednesday, April 23, 2003

Explanatory Document - Draft Minutes

4. PRESIDENT'S REPORT

DISCUSSION

5 min.

- a. Welcome New Commissioner – Angela Williams-Cofield
- b. Meetings with Mayor Brown/Supervisor Chris Daly
- c. Justice and Courage Panel

5. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

5 min.

- a. Budget Update
- b. Violence Against Women (VAW) Program Update
 - proposed program meeting July 28, 2003
- c. Justice and Courage Project
- d. Girls Report Update/Next Steps

6. OLD BUSINESS

DISCUSSION/ACTION

a. Budget Update

Action: To approve writing a letter thanking the Mayor and the Board of Supervisors for restoring funds to VAW programs

b. Legislative Update

5 min.

- SB 921 – Single Payer Legislation
- AB 292 – Prohibit use of Children as Translators
- San Francisco Minimum Wage proposed increase

7. NEW BUSINESS

DISCUSSION/ACTION

a. Consent Calendar

5 min.

Action: To approve the use of a consent calendar for Commission on the Status of Women (COSW) meetings

b. Discussion of a joint hearing between the Juvenile Probation Commission and COSW on Girls Services

Action: To approve the holding of a joint hearing with the Juvenile Probation Commission

c. Presentation by Norma Hotaling, SAGE Director

5 min

d. Presentation by Lisa Parks and Dr. Vanessa Kelly - Adult Sexual Assault Task Force

5 min.

e. Letter to the San Francisco County Transportation Authority Board

Action: To approve writing a letter to the San Francisco County Transportation Authority Board asking that it make a request to the Human Rights Commission to conduct an investigation into complaints raised by Thier PR.

8. REPORTS

DISCUSSION/ACTION

5 min.

a. CEDAW Task Force

Vice President Murase

Action: To decide whether to reopen the issue of forming an independent CEDAW Committee

b. Association of California Commissions for Women (ACCW)

Commissioner Miles

9. ANNOUNCEMENTS

DISCUSSION

5 min.

10. CLOSED SESSION

DISCUSSION/ POSSIBLE ACTION

45 min.

a. Public Comment on all matters pertaining to the Closed Session

b. Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director Belle Taylor-McGhee

11. OPEN SESSION

- a. Reconvene in open session and, pursuant to San Francisco Administrative Code Section 67.12 (b)(4). Motion and vote to report any action or roll call vote taken concerning the Public Employee Performance Evaluation of Executive Director Belle Taylor-McGhee. Motion and vote to elect whether to disclose any or all discussions held in Closed Session pursuant to San Francisco Administrative Code Section 67.12 (a).

12. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

13. ADJOURNMENT

ACTION

2 min.

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San Francisco Commission on the Status of Women

June 25, 2003

COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco Regular Meeting

Minutes

Wednesday, June 25, 2003

5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102



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President Dorka Keehn
Vice President Emily Murase
Commissioner Carolene Marks
Analyst
Commissioner Juanita Miles
Commissioner Angela Williams-Cofield
Courage Coordinator

STAFF PRESENT

Belle Taylor-McGhee, Executive Director
Winnie Xie, Grants Administrator
Caroline Donnola, Senior Policy
Ann Lehman, Policy Analyst
Carol Sacco, Policy Analyst
Justine McGonagle, Justice and

1. CALL TO ORDER/ROLL CALL

President Dorka Keehn called the meeting to order at 5:05 p.m.
Commissioners Valerie Tulier and Andrea Shorter were excused.

NO Public Comment**2. ADOPTION OF AGENDA**

m/s/c/ (Keehn/Murase/Unanimous) To adopt the agenda for the Wednesday, June 25, 2003, Regular Commission Meeting with the stipulated amendments.

NO PUBLIC COMMENT**3. APPROVAL OF MINUTES**

m/s/c (No Action Taken)

NO PUBLIC COMMENT

4. PRESIDENT'S REPORT

- **Meeting with Mayor Brown:** President Keehn reported that she and Commissioner Shorter met with Mayor Brown to discuss the Department's budget situation. As a result of the meeting, \$100,000 was restored to the Department's budget.

President Keehn also stated that she, Executive Director Belle Taylor-McGhee and Beverly Upton of the San Francisco Domestic Violence Consortium met with Supervisor Chris Daly regarding the Department's budget. She stated that Supervisor Daly supported the restoration of the funds cut from the Department's budget. Additionally, she and members of the funded agencies presented at the Board of Supervisors' Budget Committee meeting and the Board decided to restore the Department's full budget.

Vice President Murase stated that there is a risk that Budget Analyst Harvey Rose will recommend restoring a reduced amount.

Justice and Courage Panel: President Keehn commended Justice and Courage Coordinator Justine McGonagle for her work on the Justice and Courage Project and reported that the Department's website now has a link to the Justice and Courage Project.

President Keehn also reported that members of the Panel met with Sheriff Hennessey to discuss funding issues surrounding the Justice and Courage Project. She stated that the Panel will investigate other systems available to replace the VINE (Victim Information Notification Everyday) System.

Commissioner Miles asked if men are also notified when their perpetrators are released from prison.

Beverly Upton of the Domestic Violence Consortium stated that the VINE system currently only notifies women. However, there has been pressure to include everyone.

Commissioner Miles asked if women are notified when a perpetrator is rearrested.

President Keehn stated that she did not believe that women were notified when a perpetrator is rearrested. She added that the Panel is investigating a system called Personal Notification. This system seems to be more effective than VINE.

President Keehn commented that Lindsay Swain of the United Way's Girls Funders Network will hold a luncheon to discuss the findings in the Department's Girls Report on August 14, 2003, from 12:00 p.m. until 1:30 p.m. President Keehn will send out an email to the Commission with additional information.

Public Comment:

Beverly Upton of the Domestic Violence Consortium stated that the domestic violence community should be proud of the work it has done in regards to the Department's budget.

5. OLD BUSINESS

- **Legislative Update**

Senior Policy Analyst Caroline Donnola gave an update the Commission on the following legislative issues:

State Budget - Ms. Donnola reported that the Governor's proposed revisions to the State Budget are likely to be approved, including the realignment of shifting cost from the State to the counties. She added that the amount of the funds to be shifted from the State to the counties have been reduced from \$8.2 billion to \$1.7 billion.

Ms. Donnola also reported that there are likely to be major cuts in MediCal and that a quarterly status report will be required for enrolled adults. She added that applicants will have to be reinstated every three months, which is a way to guarantee some attrition. However, coverage for close to 200,000 adults will be jeopardized and the majority of those in jeopardy will be women. Ms. Donnola commented that optional benefits are also likely to be eliminated. Ms. Donnola stated that families enrolled in the Transitional MediCal Beneficiaries program will not be eligible for coverage for the second year. She stated that the most significant cut will be a fifteen-percent (15%) cut to MediCal providers. Ms. Donnola stated that none of the cuts are final.

San Francisco Minimum Wage Increase - Ms. Donnola reported that there is a coalition working to gather signatures to place an initiative on the November ballot to raise the minimum wage to \$8.50 per hour.

Vice President Murase asked if there is any indication that the business community supports raising the minimum wage to \$8.50 per hour.

Ms. Donnola stated that extensive polling was conducted and that the number of businesses that are expected to oppose the increase is relatively small.

SB 921 - Ms. Donnola reported that SB 921 passed in the Senate. She added that more than 350 organizations endorsed the bill. The bill will be heard in the Assembly Health Committee on July 8, 2003.

AB 292 - Ms. Donnola reported that AB 292 passed in the Assembly and is due to be heard in the Senate Judiciary Committee on July 1, 2003. She stated that in the Assembly, the bill was amended several times and that one of the amendments is to allow children to respond to simple inquiries in emergency situations on behalf of their parents. She also reported that the age of children prohibited from translating for their parents has been reduced from 16 to age 14 and under. The bill also now includes children of deaf parents.

Commissioner Miles asked if guidelines were available that determined what constitutes an emergency.

Ms. Donnola stated that she was uncertain.

President Keehn stated that a letter of appreciation was sent by Assemblymember Leland Lee thanking the Commission for its support.

Commissioner Marks asked if the legislation applied to hospitals.

Ms. Donnola stated that the legislation applies to any agency that accepts state funding.

AB 1342 - Ms. Donnola reported that AB 1342 is a bill introduced by Assemblywomen Hanna Beth Jackson to enact legislation to adopt CEDAW on a State level. She added that this is a two-year bill and no action has taken place on the bill.

- **Budget Update**

m/s/c (Murase/Williams-Cofield/ Unanimous) To approve writing a letter thanking the Mayor and the Board of Supervisors for restoring funds to VAW programs.

No Public Comment

6. New Business

Consent Calendar: President Keehn stated that Deputy City Attorney Paul Jesson provided the Commission with two samples of a consent calendar. One of the samples was taken from the Board of Supervisors calendar.

m/s/c (Murase/Marks/Unanimous) To adopt the consent calendar format used by the San Francisco Board of Supervisors with the provision that agenda items submitted by Commissioners be flagged for the consent calendar and that agenda items originating outside of the Commission be flagged for the consent calendar at the discretion of the President, the Vice President, and the Executive Director when they set the meeting agenda.

- **Joint Hearing with the Juvenile Probation Department:** President Keehn stated that she received an email stating that the Juvenile Probation Department would like to hold a joint hearing with the Department.

Commissioner Williams-Cofield recommended that the Commission obtain a list of the funded agencies that will participate in the United Way's luncheon and invite them to the public hearings.

m/s/c (Murase/Miles/Unanimous) To approve the holding of a joint hearing with the Juvenile Probation Commission in so far that it makes sense with plans to roll out the Girls Report.

- **Presentation by Norma Hotaling, SAGE Director**

SAGE Director Norma Hotaling gave a presentation regarding the commercial sexual exploitation of children. Ms. Hotaling stated that San Francisco is in a crisis situation as well as most major cities throughout the United States. She stated that San Francisco is a receiving city for children used in prostitution and that once children are recruited, they are put out on the streets or used in brothels. Ms. Hotaling contends that the labeling of children as prostitutes is the cause of this crisis situation and that this also makes it socially acceptable to abuse and statutorily rape children and get away with it. She added that when you arrest a child for prostitution, society is saying that the child has consented to their own sexual abuse and should be arrested and jailed. She commented that 200 children were arrested for prostitution in San Francisco last year. However, no men were arrested for sexually abusing or statutorily raping a child. She added that the laws that are currently in place are not

being applied to the abuse that is happening to children. She stated that when children are taken into the juvenile justice system they may or may not receive services. Ms. Hotaling added that the children are not being interviewed as witnesses and are not treated as victims. She commented that she and SAGE are working to redefine the issue. Ms. Hotaling added that funds allocated for victims of sexual abuse cannot be used for children designated as prostitutes. She stated that the only way sexual abuse funds can be used for a child arrested for prostitution is to prove that they are actually victims of sexual abuse. Ms. Hotaling concluded by stating that when children enter the juvenile justice system no one in authority reports the child as a sexual assault victim. She believes that this is a violation of the law, and that the criminal justice system must stop treating children differently.

Commissioner Miles asked if children are tried as adults when they are arrested for prostitution.

Ms. Hotaling stated that they are not tried as adults.

President Keehn asked about the response has been from the Chief of Police and the District Attorney.

Ms. Hotaling stated that it is very difficult to get the Chief of Police involved in the issue. She stated that the San Francisco Police Department's Crimes Against Prostitutes works on various cases. Ms. Hotaling added that she would like to see men arrested and not children.

Commissioner Miles asked if the Police Department is being educated by SAGE regarding how to handle a child arrested for prostitution.

Ms. Hotaling stated that the Police Department has not been reeducated and that the only place to take the child is to the juvenile probation department.

Commissioner Miles asked how the Commission could support SAGE and its efforts.

Ms. Hotaling stated that the Commission and SAGE should work together to figure out a plan of action.

Vice President Murase stated that the Commission could create a resolution. She stated that the Commission would need two or three recommendations from the End Exploitation of Youth Task Force. She added that the issue could also be taken to the Youth Commission and the Commission of Children Youth and Families.

President Keehn stated that at next month's meeting she would like the Department to advise the Commission on how it can collaborate with SAGE on the child prostitution issue.

- Letter to the San FranciscoCountyTransportationAuthority Board

m/s/c/ (Miles/Williams-Cofield/ Unanimous) To postpone the action of writing a letter for Thier PR until the July Commission meeting.

7. REPORTS

- **CEDAW**

President Murase stated that the CEDAW Task Force met the morning of June 25, 2003; however, there was not a quorum. She added that she wanted to address the facsimile that was sent by Krishanti Dharmaraj, a member of the CEDAW Task Force. She reported that Ms. Dharmaraj, Sonia Melara and Cosette Thompson met with DOSW Executive Director Belle Taylor-McGhee several weeks ago and requested to be place on this month's agenda. However, no one was available this week to speak to the Commission. Vice President Murase stated that she wanted to challenge the facts of the case as presented in the facsimile. She commented that in regards to the May 28, 2003, meeting referenced in the facsimile, that meeting was cancelled not only because she was not available, but also because there was no quorum. She stated that at today's meeting, it was agreed that the Task Force will address the Commission. Therefore, the action to decide whether to reopen the issue of forming an independent Committee should be postponed until the next Commission meeting.

Vice President Murase also reported that as a result of the Gender Budgeting resolution to encourage departments to submit information on how departmental cuts will affect women, fifteen departments sent in responses. Gender breakdowns were provided and in at least three departments, more women than men were being laid-off. She stated that the cuts will not affect everyone equally.

Vice President Murase added that if the initiative to recall Governor Davis is put on the November ballot, the Racial Privacy Initiative will also be on the ballot.

Executive Director Belle Taylor-McGhee stated that there are misrepresentations in the letter faxed by Ms. Dharmaraj. She added that she met with the Task Force members for approximately two hours and that they could not come to an agreement on the structure of the CEDAW Committee.

- **Association of California Commissions for Women (ACCW)**

Commissioner Miles stated that she would like to postpone her report until next month.

NO PUBLIC COMMENT

8. Executive Director's Report

Budget Update: Ms. Taylor-McGhee reported that the Budget Committee restored funding to the Department for the funded programs. She stated that the Budget Committee voted that the Department would not be allowed to keep an additional \$14,000 for an evaluation program. She added that she plans to discuss the issue of the evaluation program with Supervisor Chris Daly.

Ms. Taylor-McGhee thanked President Keehn, the Commission and the domestic violence community for their support during the budget process.

Violence Against Women (VSW) Program Update: Ms. Taylor-McGhee stated that the Department is anticipating holding a meeting on July 28, 2003, with the funded agencies and will send out a notice by the end of the week. She stated that the department would like to discuss three specific areas with the

funded agencies: capacity building, contract compliance issues and cultural competency.

Justice and Courage Project: Ms. Taylor-McGhee reported that she and Justice and Courage Coordinator Justine McGonagle attended the June meeting of the JUSTIS Governance Council. She stated that the domestic violence module is still an integral component of JUSTIS. The Council is waiting for recommendations regarding the data that will populate the new system.

Ms. Taylor-McGhee also reported that the staff is creating a list of question for criminal justice agencies in order to gather domestic violence statistics to help identify needs, patterns and trends within the justice community.

Girls Report Update/Next Steps: Ms. Taylor-McGhee reported that she, Vice President Emily Murase and Policy Analyst Ann Lehman presented before the San Francisco School Board. She added that the United Way has also asked that the Department make a presentation on the findings of the Report.

President Keehn stated that she suggested to Lindsey Swain of the United Way that a Commissioner be present at the Department's presentation.

Ms. Taylor-McGhee also stated that the Department will schedule a series of brown bag lunches to have CBO's, community based leaders and providers of girls services discuss the findings of the Girls Report. She added that she will keep the Commission informed so that they can also participate.

Ms. Taylor-McGhee also stated that the Department will hold a community hearing with the Youth Commission on the broader issues outlined in the report and the Department will hold a policy forum after the community meeting.

Commissioner Marks asked if all of the Department's funded agencies will have to adhere to the same guidelines as La Casa de las Madres.

Ms. Taylor-McGhee stated that the guidelines are detailed in each agency's contract.

Commissioner Marks stated that she would like to see a copy of one of the contracts.

9. PUBLIC COMMENT

Becki Masaki of the Asian Women's Shelter thanked the Department for its support during the budget process.

Former residents of Asian Women's Shelter thanked the Commission and Department for its continued support.

Deputy Director Rosario Navarrette thanked the funded agencies for their support during the budget process. She thanked Beverly Upton, Becki Masaki and Executive Director Belle Taylor-McGhee for their leadership.

10. CLOSED SESSION

- a. **PUBLIC COMMENT:** (on all matters pertaining to the Closed Session)
None

b. PUBLIC EMPLOYEE PERFORMANCE EVALUTATION: Executive Director Belle Taylor-McGhee

Closed Session: Pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b) discussion regarding Public Employee Performance Evaluation of Executive Director Belle Taylor-McGhee

President Keehn called the closed session to order at 7:10 p.m.

MEMBERS PRESENT

STAFF PRESENT

President Dorka Keehn
Vice President Emily Mursae
Commissioner Carolene Marks
Comissioner Juanita Miles
Commissioner Angela Williams-Cofield

Belle Taylor-McGhee

President Keehn reconvened the Open Session at 8:00 p.m.

11. OPEN SESSION

Open Session: Reconvene in Open session and, pursuant to San Francisco Administrative Code Section 67.12 (b)(4)

Motion and vote to report any action or roll call vote taken concerning the Public Performance Evaluation of Executive Director Belle Taylor-McGhee

m/s/c (Keehn/Unanimous) Voted to elect to disclose that Executive Director Belle Taylor-McGhee has received a superior rating under the Management Performance Program, and therefore is entitled to the bonus under that plan.

12. PUBLIC COMMENT

None

13. ADJOURNMENT

m/s/c (Keehn/Unanimous)The meeting was adjourned at 8:20 p.m. in memory of Leon Charles Shorter and Enola D. Maxwell.

Commissioner Miles suggested creating a resolution recognizing the work of Enola D. Maxwell.

President Keehn reminded the Commission that the election for the President and Vice President of the Commission will take place in August 2003.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at: <http://www.sfgov.org/cosw>.

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City & County of San Francisco Commission on the Status of Women

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DORKA KEEHN
President

EMILY MURASE
Vice President

CAROLINE MARKS
Commissioner

JUANITA MILES
Commissioner

ANDREA SHORTER
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS-COFIELD
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco
Regular Meeting

Agenda

Wednesday, July 23, 2003
5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Dorka Keehn

Vice President Emily Murase

Commissioner Carolene Marks

Commissioner Juanita Miles

Commissioner Andrea Shorter

Commissioner Valerie Tulier

Commissioner Angela Williams-Cofield

- | | | |
|--|------------|--------|
| 1. CALL TO ORDER/ROLL CALL | | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | 4 min. |
| Regular Meetings held Wednesday, April 23, 2003, Special Meeting Minutes held May 12, 2003,
and Regular Meeting Minutes held Wednesday, June 25, 2003
Explanatory Document - Draft Minutes | | |
| 4. PRESIDENT'S REPORT | DISCUSSION | 5 min. |
| a. Justice and Courage Panel | | |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | 5 min. |
| a. La Casa de las Madres | | |
| b. Violence Against Women (VAW) Program Update | | |
| c. Girls Report Update/Next Steps | | |
| d. Staff Evaluations | | |
| e. Verizon Project | | |

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Note: No items have been calendared for the Consent Agenda for this meeting.

6. OLD BUSINESS

DISCUSSION/ACTION

- a. La Casa de las Madres

Action: To reaffirm the process that the Department is following to oversee the recommendations made to La Casa

- b. Letter to the San Francisco County Transportation Authority Board

Action: To approve writing a letter to the San Francisco County Transportation Authority Board asking that it make a request to the Human Rights Commission to conduct an investigation into complaints raised by Thier PR.

- c. CEDAW Task Force

Action: To decide whether to reopen the issue of forming an independent CEDAW Committee

- d. Friends of the Commission

Action: To appoint a point person to organize the next meetings with Friends representatives

- e. Legislative Update

5 min.

- SB 921 – Single Payer Legislation
- AB 292 – Prohibit use of Children as Translators
- AB 1342 – Adoption of CEDAW on the State level
- San Francisco Minimum Wage proposed increase

7. NEW BUSINESS

DISCUSSION/ACTION

- a. Shannon Dooley – Information about the San Francisco AIDS Foundation Marathon

3 min.

- b. Candidates for President and Vice President of the Commission

5 min.

Action: To nominate candidates for President and Vice President of the Commission

- c. San Francisco Women Against Rape (SFWAR)

10 min.

Discussion: To discuss the Department's response to SFWAR's volunteer outreach policy

- d. Managing relations with contract agencies

10 min.

Discussion: To discuss policies and procedures dealing with issues that arise with contract agencies

- e. Commission Visibility

5 min.

Action: To appoint a point person to meet with the Executive Director to brainstorm further issues

- f. Status of the State Commission on the Status of Women

5 min.

Action: To hear an update on the funding status and to write a letter in support of continued funding for the State Commission on the Status of Women

8. REPORTS

DISCUSSION

5 min.

- a. National Association of Commissions for Women (NACW)/Association of California Commissions for Women (ACCW)
Commissioner Miles

9. ANNOUNCEMENTS

DISCUSSION

5 min.

10. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

11. ADJOURNMENT

ACTION

2 min.

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San Francisco Commission on the Status of Women

July 23, 2003

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting Minutes

Wednesday, July 23, 2003, 5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place San Francisco, CA 94102

MEMBERS PRESENT

President Dorka Keehn Vice

President Emily Murase

Commissioner Carolene Marks

Commissioner Juanita Miles

Commissioner Andrea Shorter

Commissioner Angela Williams-Cofield

STAFF PRESENT

Belle Taylor-McGhee, Executive Director

Rosario Navarrette, Deputy Director

Angela Martin, Executive Assistant

Winnie Xie, Grants Administrator

Justine McGonagle, Justice and Courage Coordinator

Carol Sacco, Policy Analyst

Caroline Donnola, Senior Policy Analyst

- CALL TO ORDER/ROLL CALL

President Dorka Keehn called the meeting to order at 5:08 p.m.

Commissioner Valerie Tulier was excused.

NO Public Comment

- 2. ADOPTION OF AGENDA

m/s/c/ (Miles/Williams-Cofield/Unanimous) To adopt the agenda for the Wednesday, July, 23, 2003, Regular Commission Meeting with the stipulated amendments.

NO PUBLIC COMMENT

- 3. APPROVAL OF MINUTES

m/s/c (Miles/Shorter/Unanimous) To approve the minutes for the Wednesday, April 23, 2003, Regular Meeting, the May 12, 2003, Special Meeting and the Wednesday, June 25, 2003, Regular Meeting.

NO PUBLIC COMMENT

- OLD BUSINESS

- Letter to the San FranciscoCountyTransportationAuthority Board
Holli Thier of Thier PR spoke before the Commission and stated that her company was discriminated against by Systan, Inc. Ms Thier stated that one of her employees was given a notice of termination by two gentlemen from Systan, Inc. and locked out of the office by the Executive Director. She stated that the Transportation Authority has not paid Thier PR's invoices since March

2003. Ms. Thier is asking for the Commission to write a letter of support asking the Human Rights Commission to do an investigation into the complaints raised by Thier PR. She stated that she would also like a public hearing held to discuss the Authority's actions and for Thier PR to be reinstated.

Action: To approve writing a letter to the San Francisco County Transportation Authority Board asking that it make a request to the Human Rights Commission to conduct an investigation into complaints raised by Thier PR.

Roll Call Vote: Keehn - Yes; Shorter - Yes; Miles - Yes; Williams-Cofield - Yes; Marks - Yes, Murase - Abstained

m/s/c (Keehn/Marks/Unanimous) To excuse Commissioner Murase from voting on this issue.

NO Public Comment

- La Casa de las Madres
Executive Director Belle Taylor-McGhee updated the Commission on the status of the recommendations presented to La Casa.
- Commissioner Miles commented that at the previous site visit, she was under the assumption that the Department and La Casa were working together to address the issues that needed to be resolved. She stated that she did not understand the motivation behind the July 1, 2003, letter La Casa sent to the Department.
- La Casa's Executive Director, Kathy Black, agreed that the site visit went very well. She stated that she was surprised that she was never notified that the recommendations would be read in public forum during the April Commission meeting. Ms. Black commented that the issue relative to the overnight staff has been discussed on a number of occasions. She stated that she has notified the Department in person and in writing that La Casa does not have the resources to hire 2.5 FTE's. She added that in February, she notified the Commission that through attrition, she would replace overnight staff with Spanish-speaking staff. Ms. Black reported that she received a letter from the Department giving La Casa a September 1, 2003, deadline to have overnight staff in place. She concluded by saying that the July 1, 2003, letter was a response to the Department's demands. Commissioner Miles asked if the issue surrounding the food staples had been resolved. Ms. Black responded affirmatively. Commissioner Miles asked if the issue relating to the cultural competency language services had been resolved. Ms. Black asked Commissioner Miles to elaborate. Commissioner Miles commented that number two of the recommendations state: "we recommend that La Casa maintain a minimum of one (1), but preferably two (2) Spanish-speaking staff who interact with clients 24 hours a day, seven days a-week." Ms. Black responded by stating that during the day, there are Spanish-speaking staff on pager and a language line service that offers 140 languages. She added that in addition, La Casa contracts with W.O.M.A.N., Inc. to provide bilingual overnight coverage. Commissioner Miles asked if the use of children as interpreters had been resolved. Ms. Black responded affirmatively. Commissioner Miles stated that the fourth recommendation is for La Casa to submit its Grievance Policy and Client Bill of Rights. Commissioner Miles added that La Casa has submitted a policy that does not yet include this critical aspect of the process. Kathy Black stated that the Homeless Prenatal Program and the Coalition on Homelessness is part of the grievance procedure. She added that she submitted to Paul Boudin of the Coalition on Homelessness La Casa's intake packet, welcome packet, and its grievance policy. Ms. Black stated that the Coalition on Homeless has agreed to hear and mediate the grievances of La Casa's clients. Commissioner Miles asked if La Casa had implemented the fifth recommendation by providing anti-racism training to its staff and volunteers. Ms. Black stated that the training had not taken place. She added that after exploring the possibilities, it was determined that La Casa did not have the

resources to afford the \$25,000 fee. Ms Black stated that she would happily participate in any community offered anti-racism, anti-oppression training. She commented that she is committed to making La Casa a better agency, and working with the Department and Commission in a non-adversarial manner. Commissioner Marks stated that she would like to conclude all discussion relating to the issues surrounding La Casa. She also commented that the other funded agencies should be involved in the anti-racism training. President Keehn stated that no complaints have been brought before the Commission against any other funded agency. She added that it would be inappropriate to include them in the issues surrounding La Casa. President Marks stated that she would like to revisit the issue at a later time. President Keehn stated that the Commission and Department also want closure regarding the La Casa issue; however, not all of the recommendations have been implemented. Executive Director Belle Taylor-McGhee stated that Ms. Black has never revealed that La Casa would be willing to participate in community-based anti-racism training. She added that the Department has never asked La Casa to spend \$25,000 on its training. Ms Taylor-McGhee commented that it behooves La Casa to have a grievance policy that clearly states the process for filing grievances. She stated that the final step in La Casa's current grievance policy ends with the Executive Director, and that in the event issues cannot be resolved internally, the grievance policy should clearly offer an additional recourse for the client. In addition, Ms. Taylor-McGhee stated that the Department never asked La Casa to fire African-American employees so that Spanish-speaking staff could be hired. Commissioner Marks asked how La Casa could hire additional staff without firing existing employees. Ms. Taylor-McGhee stated that she is certain that if Ms. Black and the Department discussed the issue it could be resolved. Vice President Murase stated that one of the recommendations is to conduct a fund raising campaign. Ms. Taylor-McGhee stated that closure will come by La Casa addressing the needs of its clients. Commissioner Marks asked if the issue could be concluded after the Department conducts its site visit. President Keehn stated that La Casa continues to appear on the agenda because the issues have not been resolved. Vice President Murase stated that she has full confidence that La Casa's Executive Director and Executive Director Belle Taylor-McGhee can resolve the issues. She stated that once this happens, La Casa should no longer appear on the agenda. Commissioner Shorter informed the Commission that she is no longer a member of La Casa's Board of Directors, and that she is now able to participate in the conversation. She added that the time frame for concluding the process seems to be indefinite and that it's not clear where the investigation stops and monitoring begins. Commissioner Shorter voiced her concern regarding setting a precedent of re-voting on the same issues. She stated that unless there were modifications or something new to add to the recommendations no additional vote should be taken. It was agreed by the Commission that no formal action would be taken on this issue at this time.

PUBLIC COMMENT Lisa Polacei spoke regarding La Casa de las Madres.

5. NEW BUSINESS

- San Francisco Women Against Rape (SFWAR)

Executive Director Belle Taylor-McGhee presented background information regarding SFWAR's volunteer application form. She stated that the Department on the Status of Women was notified that SFWAR posted on its website a volunteer application form that asked applicants to commit to participation and political educational activities, such as taking a stance against Zionism. Ms. Taylor-McGhee added that the Department provides \$277,990 in funding for four programs at SFWAR. She stated that because the City does not fund political activities, the Department has requested, and SFWAR has complied, that they remove all references to Zionism from

its volunteer application.
Public Comment

The following individuals commented about SFWAR and its volunteer application form:

Anita Greer	Sonya Kaleel	Dara Siwerman	Aimee Suzara	Rachel I
Abby Michelson Porth	Lolan Sevilla	Emma Shtievelman	Holli Their	Heba Ni
Natalie Berg	Yanin Senachai	Judy Andreas	Ching - In Chen	Pam Cu
Linda Kalinowski	Tyna Hector	Pei	Aland Welford	
Hene Kelly	Lisa Parks	Jess	Judy Andreas	
Rachel Wahba	Krishanti Dharmaraj	Linda Sherif	Jane Welford	
Karen Stiler	Chris Kurazo	Jung Hwa Kim	Johanna Jensen	
Cindy Wiesuer	Azhi Shekarloo	Emily Katz Kishawl	Nina Jusuf	
Khadija Low Rey	Dr. Jess Ghannam	Nikhil Unerdkat	Doug Kahn	
Proshat Shekarloo	Anita Lalwans	Amber Weeks	Sara Kershnar	
Janet Arelis Quezada	Seano	Shaily Matani	Jennifer Grant	

Several Commissioners asked the various speakers question relating to the training at SFWAR.

Candidates for President and Vice President of the Commission

m/s/c (Marks/Murase/Unanimous) To nominate Commissioner Andrea Shorter for President.

m/s/c (Shorter/Marks/Unanimous) To nominate Commissioner Juanita Miles for Vice President.

Vice President Murase nominated Commissioner Williams-Cofield for Vice President. Commissioner Williams-Cofield respectfully declined.

- Status of the State Commission on the Status of Women
m/s/c (Miles/Marks/Unanimous) The Department will write a letter in support of continued funding for the State Commission on the Status of Women.

Commissioner Marks would like to get an update on Resolutions that the Commission has prepared memorializing individuals who are deceased.

6. PRESIDENT'S REPORT

- Justice and Courage Panel: President Keehn reported that the Panel met on the morning of July 23, 2003. She added that the Panel will conduct media work in October surrounding Domestic Violence Month and Claire Joyce Tempongko's murder.

President Keehn also reported that due to the City's hiring freeze, the District Attorney's Domestic Violence Unit was unable to hire two additional Assistant District Attorneys. She stated that this meant that the Domestic Violence Unit would no longer be able to handle vertical prosecutions. However, Judge Hitchins has instituted an all-day domestic violence court and this has allowed the District Attorney's Office to reinstate misdemeanor vertical prosecutions.

7. EXECUTIVE DIRECTOR'S REPORT

- Violence Against Women (VAW) Program Update: Ms. Taylor-McGhee reported that the Violence Against Women Against Women (VAW) Program re-application workshop was held on Thursday, July 10, 2003. She added that there were 38

attendees representing all 20 contracted VAW agencies. Ms. Taylor-McGhee stated that the re-application package, including completed grant agreement appendices and the required insurance documents must be submitted to DOSW no later than Wednesday, July 30, 2003. The contract are for one year, the last year of the three-year funding cycle. Ms. Taylor-McGhee added that next year the Department will issue new request for proposal, and the new bidding process for funding will open during the first quarter of 2004.

- W.O.M.A.N., Inc.: Ms. Taylor-McGhee officially informed the Commission that W.O.M.A.N., Inc. has a new Interim Director, Margaret Kokka. She added that on July 22, 2003, the Department met with Ms. Kokka and members of the Board to discuss the transition along with outstanding contract compliance issues.
- Girls Report Update/Next Steps: Ms. Taylor-McGhee reported that a presentation is scheduled for Thursday, August 14, 2003, from noon to 2:00 p.m. at the United Way of the Bay Area. The event is jointly sponsored by COSW, Girls Inc. of Alameda County and United Way.

- **REPORTS**

Commissioner Miles reported that Association of California Commissions for Women (ACCW) will hold its annual convention on August 14 -16, 2003, at the Oakland Marriott. Commissioner Shorter thanked the Commission and Department for adjourning the June 25, 2003, Commission meeting in the memory of her late father.

9. PUBLIC COMMENT

No Public Comment

10. ADJOURNMENT

m/s/c (Keehn/Unanimous)The meeting was adjourned at 8:55 p.m.

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COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Regular Meeting Agenda

Wednesday, August 27, 2003
5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

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Vice President Emily Murase
Commissioner Carolene Marks
Commissioner Juanita Miles

Commissioner Andrea Shorter
Commissioner Valerie Tulier
Commissioner Angela Williams-Cofield

- | | | |
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| 1. CALL TO ORDER/ROLL CALL | | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | 4 min. |
| Regular Meetings held Wednesday, July 23, 2003
Explanatory Document - Draft Minutes | | |
| 4. PRESIDENT'S REPORT | DISCUSSION | 5 min. |
| a. Justice and Courage Panel
b. Executive Director's Review Process | | |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | 5 min. |
| a. Violence Against Women (VAW) Program Update
b. Girls Report Update
c. Association of California Commissions for Women (ACCW) <ul style="list-style-type: none">Quarterly Meeting in May in San Francisco | | |

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6. OLD BUSINESS

DISCUSSION/ACTION

- a. Friends of the Commission

5 min.

Discussion: To discuss the Action Plan for the Friends of the Commission
Explanatory Document – Action Plan

- b. Commission Visibility

5 min.

Action: To appoint a point person to meet with the Executive Director to brainstorm further issues

- c. Legislative Update

5 min.

- SB 921 – Single Payer Legislation
- AB 292 – Prohibit use of Children as Translators
- AB 1342 – Adoption of CEDAW on the State level
- Proposition 54 – Racial Privacy Initiative

7. NEW BUSINESS

DISCUSSION/ACTION

- a. Shannon Dooley – Information about the San Francisco AIDS Foundation Marathon

3 min.

- b. Election for President and Vice President of the Commission

5 min.

Action: To elect the President and Vice President of the Commission

- c. Managing Relations with Contract Agencies

10 min.

Discussion: To discuss policies and procedures dealing with issues that arise with contract agencies

- d. The Release of Battered Woman Prisoner Flozelle Woodmore

5 min.

Action: To decide whether to sign on to the letter to Governor Gray Davis requesting the release of Flozelle Woodmore

Explanatory Document – Letter to Governor Gray Davis

8. REPORTS

DISCUSSION

5 min.

9. ANNOUNCEMENTS

DISCUSSION

5 min.

10. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Minutes

Wednesday, August 27, 2003

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Angela Martin, Executive Assistant
Justine McGonagle, Justice & Courage Coordinator

1. CALL TO ORDER/ROLL CALL

President Dorka Keehn called the meeting to order at 5:10 p.m.

Vice President Emily Murase, Commissioners Valerie Tulier and Juanita Miles were excused.

No public comment.

2. ADOPTION OF AGENDA

m/s/c (Miles/Williams-Cofield/Unanimous)

Action: To adopt the agenda for the Wednesday, August 27, 2003, Regular Commission Meeting.

NO PUBLIC COMMENT

3. APPROVAL OF MINUTES

m/s/c (Miles/Shorter/Unanimous)

Action: To approve the minutes for the Wednesday, July 23, 2003 Regular Meeting.

No public comment.

4. PRESIDENT'S REPORT

President Keehn reported that she and Vice President Murase met with Mayor Brown and he expressed his enthusiasm for the work of the Commission and the new President and Vice President.

President Keehn also stated that she attended the Department's Girls Report presentation before the United Way. She added that she was very impressed with the presentation and thinks that this could be an opportunity for the department to network with foundations and get additional funding.

- **Justice and Courage Panel:** President Keehn reported that she, Executive Director Belle Taylor-McGhee and Deputy Director Rosario Navarrette, met to discuss the status of the Oversight Panel. She added that the Oversight Panel will meet twice in October to discuss the Panel's work, particularly around the working committees. She added that the Oversight Panel will hold a press conference on October 22, 2003, the anniversary of the murder of Joyce Claire Tempongko, to highlight its work.

President Keehn stated that she has identified a person to fill the position that is open on the Panel. The Justice and Courage Oversight Panel will review the candidate's resume this coming month and vote at the next commission meeting on her appointment.

Commissioner Shorter suggested having the District Attorney visit with the Panel and clarify the policies of the District Attorney's Office.

President Keehn stated that the Panel is aware of the policies of the DA's office; however, the policies are not always followed.

- **Executive Director's Review Process:** President Keehn stated that she would like to have Human Resources provide a timeline of the review process for the Executive Director at the next Commission meeting. She also stated that she would like to work with Vice President Murase to oversee the Executive Director's review process. Commissioner Williams-Cofield stated that she would also like to be involved with the process.

5. EXECUTIVE DIRECTOR'S REPORT

- **Violence Against Women (VAW) Program Update:** Ms. Taylor-McGhee informed the Commission that a letter has been sent to La Casa's Executive Director, Kathy Black, addressing several outstanding issues. These issues include a minor change in the language regarding the policy of using children as interpreters and La Casa's grievance procedure.

Ms. Taylor-McGhee stated that the Department will gain more input and agreement on a grievance policy at the all-agency meeting.

President Keehn stated that the VAW grant program process will be an item on the September agenda and asked that the Commissioners review all relative materials prior to the meeting.

Ms. Taylor-McGhee extended an invitation to the Commission to attend the meeting with the funded agencies and added that an agenda will be distributed once a date has been established.

Ms. Taylor-McGhee also reported that she has met with members of San Francisco Women Against Rape (SFWAR) and the Jewish Community Relations Council. She added that a letter has been forwarded to SFWAR regarding its political education activities and that she will schedule a meeting with SFWAR and its Board of Directors to discuss these issues.

Meanwhile, a meeting between SFWAR and JCRC is scheduled for August 28, 2003.

Ms. Taylor-McGhee reported that W.O.M.A.N. Inc. is attempting to rebuild its infrastructure. She stated, however, that some contracts have been lost in the interim. The Department is working closely with the Interim Executive Director to help her through this process.

Ms. Taylor-McGhee added that a number of agency Executive Directors have been helpful in the discussions with SFWAR, and she acknowledged Terry Person, Beckie Masaki and Beverly Upton.

- **Girls Report Update:** Ms. Taylor-McGhee informed the Commission that the Department is still continuing to conduct presentations on the Girls Report. She added that a link has been added to the San Francisco Unified School District's website so that interested parties can view the Girls Report.

Ms. Taylor-McGhee reported that there have been discussions about hosting a hearing on the Girls Report. She added that the staff has suggested that the Commission hold its October Commission meeting on the Girls report and invite Supervisors Ma and Maxwell, and the Youth Commission to serve as co-sponsors. Ms. Taylor-McGhee stated that if the hearing is held in October, the date of the COSW meeting may have to be changed from October 22, to October 29, due to October 22 being the anniversary of Joyce Clair Tempongko's murder.

President Keehn suggested that the Commission have a discussion regarding if (1) the Commission want its October meeting to address the issues surrounding the Girls Report and (2) should the meeting be changed from October 22 to October 29.

Commissioner Marks stated that before the date is changed, a meeting room should be reserved.

Commissioner Shorter asked for clarification on why the date of the meeting should be changed.

President Keehn stated that it would enable the Department to complete the tasks of coordinating a press conference on the anniversary of Joyce Clair Tempongko's murder, hosting the Girls Report hearing, and obtaining press coverage for both events.

Commissioner Shorter stated that she feels it would be appropriate to change the date of the October Commission meeting to October 29, 2003.

Commissioner Williams-Cofield asked what the Department hoped to accomplish from the hearings.

Ms. Taylor-McGhee stated that the Department would like to continue to update its statistics relative to girls and to identify benchmarks to assist in determining where policy issues on girls should be focused.

- **Association of California Commissions for Women (ACCW):** Ms. Taylor-McGhee reported that she and Commissioner Williams-Cofield, attended the state convention of the ACCW. She added that the Commission has been asked if the Commission would be interested in hosting the ACCW's quarterly meeting in May 2004. She stated that she will send the Commission information when she hears from the Steering Committee so that it can be voted on at the September Commission meeting.
- **Meeting with the San Francisco Police Chief:** Ms. Taylor-McGhee reported that on August 26, 2003, she met with Police Chief Fagan, Captain Frank O'Malley, and Rachael Kilshaw of the San Francisco Police Department. Also in attendance was Sharon Woo of the District Attorney's Office. They discussed several domestic violence issues including the victim confidentiality form. She added that there was also discussion regarding the backlog on criminal Stay Away Orders. Ms. Taylor-McGhee stated that Chief Fagan commented that he thought the backlog has been cleared and would issue a directive to clear the backlog if that had not already been done

Ms. Taylor-McGhee reported that a discussion about the misdemeanor policy of the Police Department also took place. She added that Police Chief Fagan stated that he has concerns about resources and the fact that currently there is not sufficient time to investigate domestic violence misdemeanors before the suspect must appear in court. Ms. Taylor-McGhee added that the Police Chief has advocated for night court. She added that also discussed was

the fact that the California Penal Code does not consider domestic violence a repeat offense. She stated that the Chief Fagan advised the Department to discuss the issue with the District Attorney. Ms. Taylor-McGhee added that Chief Fagan stated that he is committed to be responsive to the domestic violence community on any issues that arise.

President Keehn asked what means the Police Department used to address and clear up the backlog issue.

Deputy Director Rosario Navarrette stated that she does not think there was a resolution to the backlog issue and that the DOSW will have to continue to meet with the Police Department.

President Keehn asked Ms. Navarrette for her opinion on the creation of night court.

Ms. Navarrette stated that she thinks it is important, but that it will take a tremendous amount of work and resources to make it happen.

Commissioner Williams-Cofield asked if a date had been established for the Police Department to report back to the Department regarding the backlog issue.

Ms. Navarrette stated that no date had been established, but the Department will follow-up with Chief Fagan to establish a date.

President Keehn asked that the Department follow-up with the District Attorney to address the domestic violence case.

Commissioner Marks asked that the Department provide at the next meeting the amount of work and expense needed to host the ACCW meeting in May.

PUBLIC COMMENT

Jennifer Grant of the Riley Center asked that the funded agencies be notified well in advance of the specifics for the all-day meeting with the Department.

6. OLD BUSINESS

• Friends of the Commission

Commissioner Williams-Cofield reviewed the plan to re-establish the Friends of the Commission and asked the Commissioners for their opinion on the plan.

President Keehn stated that a work plan for the Friends should be established before any events are planned for prospective members.

Commissioner Williams-Cofield stated that she does have ideas for the work of the Friends and will forward her ideas to the Commission via email.

Commissioner Shorter stated that the Commission discussed at its Retreat ways to build the Department's capacity so that it can partner with other organizations and universities throughout the Bay area. Commissioner Shorter stated that she would be willing to work with Commissioner Williams-Cofield to outline a plan for the Commission.

Commissioner Marks stated that she thinks other ideas should be presented in addition to fundraising (i.e., internships, training opportunities.)

President Keehn asked the Department to inform Commissioner Williams-Cofield of any areas in which they think the Friends could support the Department in its work. President Keehn thanked Commissioner Williams-Cofield for her work on the Friends issue.

No public comment.

- **Commission Visibility**

m/s/c (Marks/Williams-Cofield)

Action: To appoint a point person to meet with the Executive Director to brainstorm further issues.

President Keehn appointed Commissioner Williams-Cofield as the person to meet with the Director to brainstorm issues relative to the Commission's visibility.

No public comment.

- **Legislative Update**

- **SB 921 – Single Payer Legislation:** Policy Analyst Caroline Donnola reported that the bill passed the Senate and was sent to the Assembly Health Committee and that the bill's author, senator Sheila Kuehl, made a strategic decision to not have the bill heard in the Assembly Health Committee in the current legislative session. Ms. Donnola stated that Senator Kuehl believes the bill has a better chance of getting a two-thirds vote in January.

- **AB 292 – Prohibits the use of children as Interpreters:** Ms. Donnola reported that the legislation passed the Senate Judiciary Committee in July with two (2) modifications. One was a minor technical modification and the other was to allow a ninety (90) day period for an agency to get into compliance if an agency is deemed out of compliance. The bill is in Appropriations and is expected to be heard on Friday, August 29, 2003.

- **AB 1342 – Adoption of CEDAW on a State Level:** Ms. Donnola reported that the bill is expected to begin movement in January at which time the Commission may want to consider a formal letter of support.

- **Proposition 54 – Racial Privacy Initiative:** Ms. Donnola reported that this proposition will ban State government from collecting racial and ethnic data by creating a constitutional amendment barring most government agencies in California from gathering information on a person's race. If approved, California would be the first state in the Country to bar such data collection. The initiative is on the ballot and goes before voters on October 7, 2003, the same date as the recall election. In terms of where it is in the polls, a field poll released on August 19, 2003, showed that 46% of likely voters are in favor of the proposition, 35% oppose it and 19% are undecided. The poll indicates that there is a slight increase in people who oppose the proposition. Poll also indicate that support for the proposition is stronger in Northern California than in Southern California.

Commissioner Marks asked if the Commission could write a letter opposing the opposition.

Executive Director Belle Taylor-McGhee stated that she believed that the Commission could not write a letter opposing the initiative, but she would check with the City Attorney and report back at the next Commission meeting.

President Keehn asked if people are supporting the bill because of lack of clarity in the title.

Ms. Donnola stated that there is some confusion regarding the bill; however, people are becoming more informed. She added that people who feel strongly about the bill are likely to vote on October 7, 2003. She added that health organizations have been speaking on how this will affect health indicators. She concluded by saying that the numbers may change, but there is confusion about the bill.

Ms. Taylor-McGhee stated that during the Commission Retreat on the discussion surrounding Proposition 54, the Deputy City Attorney stated that the Commission could conduct educational initiatives, but not take a stance on the Proposition.

President Keehn asked if the Department is considering conducting any public education on Proposition 54.

Ms. Taylor-McGhee stated that she has been doing some education during the presentations of the Girls Report.

President Keehn asked if a statement regarding Proposition 54 could be added to the website.

Ms. Taylor-McGhee stated that she was unsure, but will find out.

The Commissioners agreed to either write individual letters or an op ed piece opposing the proposition.

5. NEW BUSINESS

- **Shannon Dooley – Information about the San Francisco AIDS Foundation Marathon**

Shannon Dooley presented before the Commission and stated that she is attempting to help raise \$4,000 for the San Francisco AIDS Foundation Marathon and asked for members of the Commission to provide their individual support.

- **Election for the President and Vice President of the Commission**

m/s/c (Williams-Cofield/Marks/Unanimous)

Action: To elect Commissioner Andrea Shorter as President and Commissioner Juanita Miles as Vice President of the Commission.

President Keehn thanked the Commission and staff for their support during her reign as President of the Commission. She added that it was a pleasure working with Commissioner Murase. She also thanked the domestic violence community for its support.

The Commissioners and Belle Taylor-McGhee thanked President Keehn for her leadership.

A representative from the Mayor's Office presented President Keehn with a proclamation announcing August 27, 2003, as "Dorka Keehn Day".

Beverly Upton of the Domestic Violence Consortium thanked President Keehn for her leadership.

Newly elected President Shorter presented President Keehn with a Resolution honoring her work.

- **Managing Relations with Contract Agencies**

Commissioner Marks began a discussion related to the funded agencies and the Department's process for resolving conflicts.

Public Comment

Jennifer Grant of the Riley Center stated that the concept of best practices is important and the organizations should work together with the Commission.

- **The Release of Battered Woman Prisoner Flozelle Woodmore**

Belle Taylor-McGhee gave background information on Ms. Flozelle Woodmore's request for release from Governor Gray Davis.

m/s/c (Shorter/Keehn)

Action: To send a letter supporting the release of Flozelle Woodmore to Governor Gray Davis.

6. REPORTS

No reports made.

7. PUBLIC COMMENT

No public comment.

8. ADJOURNMENT

Meeting adjourned at 6:50p.m.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at: <http://www.sfgov.org/cosw>.



City & County of San Francisco Commission on the Status of Women

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ANDREA SHORTER
President

JANITA MILES
Vice President

DORKA KEEHN
Commissioner

EMILY MURASE
Commissioner

CAROLENE MARKS
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS-COFIELD
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Agenda

Wednesday, September 24, 2003

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Juanita Miles

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Angela Williams-Cofield

Commissioner Valerie Tulier

Commissioner Emily Murase

1. CALL TO ORDER/ROLL CALL

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF MINUTES

ACTION

4 min.

Regular Meetings held Wednesday, August 27, 2003

Explanatory Document - Draft Minutes

4. NEW BUSINESS

DISCUSSION

15min.

- a. District Attorney Terence Hallinan
Elbert Flowers Case

5. PRESIDENT'S REPORT

DISCUSSION

5 min.

- a. Public Hearing on Girl's Report

6. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

5 min.

- a. Violence Against Women (VAW) Program Update
b. Budget Update
c. Justice and Courage Update
d. DOSW Staffing Issues

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

7. Consent Item

- b. Date of the October 2003 COSW meeting 3 min.

Action: To Change the date of the October COSW meeting from Wednesday, October 22, 2003, to Wednesday, October 29, 2003.

8. OLD BUSINESS

DISCUSSION/ACTION

- | | | |
|--|-------------------------------|---------|
| a. CEDAW Task Force | Commissioner Murase | 10 min. |
| Action: To decide whether to reopen the issue of forming an independent CEDAW Committee | | |
| b. Friends of the Commission - Packet Item | Commissioner Williams-Cofield | 5 min. |
| c. Executive Director's Review - Packet Item | | 5 min. |
| d. Commission Visibility | | 5 min. |
| e. Girl's Hearing | Carol Sacco/Ann Lehman | 5 min. |
| f. Quarterly May 2004, meeting of the Association of California Commissions for Women (ACCW) | | 2 min. |
| g. Grant Review/Funding Process | Rosario Navarrete | 5 min. |

9. NEW BUSINESS

DISCUSSION

5 min.

10. REPORTS

DISCUSSION

5 min.

11. ANNOUNCEMENTS

DISCUSSION

5 min.

12. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

13. ADJOURNMENT

ACTION

2 min.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD).

The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s)

responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at <http://www.sfgov.org/cosw>.

Know Your Rights under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact Donna Hall, Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854, email: Donna.Hall@sfgov.org. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

Attention: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Campaign & Governmental Conduct Code § 2.100 – 2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 30 Van Ness Ave., Suite 3900, San Francisco, CA 94102; phone: 415-581-2300, fax: 415-581-2317 and web site <http://www.sfgov.org/ethics>.

Lobbyist Registration and Reporting Requirements

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code § 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102; telephone (415) 581-2300; fax (415) 581-2317; web site: sfgov.org/ethics.



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COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco Regular Meeting

Minutes
Wednesday, September 24, 2003
5:00 P.M.
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

DOCUMENTS DEPT.

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MEMBERS PRESENT

President Andrea Shorter
Vice President Juanita Miles
Commissioner Carolene Marks
Commissioner Emily Murase
Commissioner Valerie Tulier
Commissioner Angela Williams-Cofield

STAFF PRESENT

Belle Taylor-McGhee, Executive Director
Rosario Navarrette, Deputy Director
Ann Lehman, Senior Policy Analyst
Justine McGonagle, Justice and Courage Coordinator
Carol Sacco, Policy Analyst
Winnie Xie, VAW Grants Administrator

1. CALL TO ORDER/ROLL CALL

President Andrea Shorter called the meeting to order at 5:05 p.m.

Vice President Juanita Miles arrived at 5:14 p.m.

No public comment.

2. ADOPTION OF AGENDA

m/s/c/ (Murase/Marks/Unanimous)

Action: To adopt the agenda for the Wednesday, September 24, 2003, Regular Commission Meeting.

No public comment.

3. APPROVAL OF MINUTES

m/s/c (Marks/Williams-Cofield/Majority) Commissioner Tulier abstained.

Action: To approve the minutes for the Wednesday, August 27, 2003, regular Commission meeting with changes that were submitted via email.

No public comment.

4. NEW BUSINESS

A presentation on the Elbert Flowers Case was made by District Attorney (DA) Terence Hallinan at the request of the Commission. The District Attorney's office is looking at what happened, how to explain it along with steps to be taken to make sure this situation does not happen again. Mr. Hallinan reported last year's domestic violence conviction rate: 83% felony and 72% misdemeanors. He stated misdemeanors are often more difficult to prove than in felony cases due to the extent of the injuries received (less serious, often not visible).

Liz Argular-Tarchi, Former Chief of Domestic Violence for the DA's office, reported that they have conducted a review of existing protocols and now have tighter controls in place for documenting and maintaining records. She stated that the District Attorney's Office takes crimes against women, children and the elderly very seriously, and they are open to re-evaluating their internal systems ensuring sound decisions are made.

Sharon Woo, DA's Chief of Domestic Violence, indicated that these protocols have been in place since 1998, when the Flowers case was first prosecuted. The difference now is that there is more accountability and a much better system of communication on the best resolution and protocols.

Ms. Woo responded to Commissioner Murase's question about prosecution rates, indicating that she charges about 66% of felony arrests. Where they have successfully prosecuted, defendants proceeded to plea or were found guilty either by a judge or jury in 83% of felonies and 72% of misdemeanors. Ms. Woo also stated, in response to the question about community input on the DA's protocols, that she is a member of the Protocols Committee for the Department on the Status of Women's Justice and Courage Project, in which each law enforcement agency's protocols are reviewed to see where they can improve and close gaps between the different agencies. Currently, they are reviewing the Police Department's protocols. Committee membership includes law enforcement representatives, members of the community and representatives from the Department on the Status of Women. The committee will be reviewing the DA's domestic violence protocols in the next month or two.

Commissioner Tulier asked how the Commission and Department and other community agencies work with the DA's Office to create stricter standards, such as modifying a Stay Away Order. Commissioner Tulier stated that she would like to see the city be more proactive and not reactive. Ms. Woo responded that she would like to educate the judicial end of the criminal justice system on the dynamics of domestic violence and their role as judges in protecting the victim.

Commissioner Williams-Cofield asked if there is a policy or procedure that would allow for a child of an incarcerated person to have visits that do not include the victim. Ms. Woo responded by stating that they often rely on the family court which has a better understanding of family law, and they defer to the family court when it involves the children. Family court orders supersede the criminal court orders.

Commissioner Miles asked if the victim has to be in court when they are prosecuting the perpetrator. Ms. Woo responded absolutely not. She further stated the Evidence Code and the Penal Code provide tools to prosecute cases with an absent victim. Ms. Woo also stated that Mr. Flowers is facing multiple counts, including attempted murder as well as torture and aggravated mayhem.

President Shorter thanked the District Attorney's Office for the information and expressed the Commission and the Department's concern for the domestic violence community and those working as advocates on a day to day basis and wanted to be certain that the clients' needs are being met. President Shorter requested if the DA has further information that they would like to impart to the Commission, she suggested that they do so in writing. She also thought it might be helpful to get the statistics that were mentioned earlier in a written format.

No public comment.

5. PRESIDENT'S REPORT

President Shorter began by thanking the Commission for the opportunity and honor to serve as the President of this Commission. She is committed to do due diligence to productive sessions as well as meaningful policy impact and moving forward on the goals set forth for the Commission and Department on the Status of Women. President Shorter also thanked Commissioner Miles for her contribution to serving once more as the vice president.

President Shorter highlighted the public hearing on the recently released report, "A Report on Girls in San Francisco: Benchmarks for the Future," stating that one key celebratory thing about the report is that it is the first of its kind to come from the Department and Commission on the Status of Women. A public hearing will be held on Wednesday, October 29, 2003, from 4:00pm to 7:00pm in City Hall, Room 250, in the Board of Supervisors Chambers. The Youth Commission and supervisors Fiona Ma and Sophie Maxwell are the hearing co-sponsors. The purpose of this hearing is to look at what we are doing for girls in San Francisco to improve, promote and advance the quality of life for young women. President Shorter thanked the Department for generating the report and coordinating the hearing.

No public comment.

6. EXECUTIVE DIRECTOR'S REPORT

Ms. Taylor-McGhee reported to the Commission that the Department has been involved in a number of discussions and negotiations with funded programs.

She has met with the interim executive director and Board of Directors of W.O.M.A.N., Inc. to discuss the agency's transition. Unfortunately, W.O.M.A.N., Inc. has lost some of its contracts, and it has downsized its staff during this transition. We continue to work with them through the process.

A meeting is scheduled with the Board of Directors from San Francisco Women Against Rape (SFWAR) to discuss the terms of the pending contract with SFWAR and some of the issues that have been raised with previous public hearings.

We continue to wait for a response from La Casa de las Madres regarding some outstanding issues. Ms. Taylor-McGhee stated that she just spoke with Kathy Black and expects to receive a response in a couple of days.

The all agency meeting with the Violence Against Women programs has not been set due to scheduling conflicts. It has been decided to move it into early November, after Domestic Violence Awareness month.

Ms. Taylor-McGhee stated that she has been informed by the Mayor's Budget Office that we need to provide a new contingency reduction plan to off-set a decline in state revenues for the current fiscal year. That could amount to a 2.5% to 5% reduction to the Department on the Status of Women, which would mean some reduction to our grants or some variation of funding in terms of savings from our funded programs.

Ms. McGhee reminded commissioners that October is Domestic Violence Awareness month and she let them know that they had a packet of information on events that will be taking place during the month. Ms. Taylor-McGhee indicated Verizon Wireless will be launching new initiatives that will provide the public with more information about the use of 911 from their cell phones. She further explained that most people are under the impression that when they call 911 from a cell phone, the police know the location of the individual. This is not the case. For a woman in crisis facing danger, this can be critical information if the police cannot locate her. The Department on the Status of Women is asking Verizon to take the lead on this to be the first to get this information out.

Ms. Taylor-McGhee reported that Carol Sacco, Ann Lehman and she presented findings last night from the Girls Report to the Junior League of San Francisco. The Junior League participants provide positive feedback. Commissioner Williams-Cosfield added that she was at the Junior League presentation and expressed that Ms.

Taylor-McGhee and department staff did a fabulous job. She also said the Junior League would like to support the department in getting information out on the Girls Report.

Ms. Taylor-McGhee also reported that the Justice and Courage Oversight Panel had a meeting in preparation for Domestic Violence Awareness month. They will hold a meeting on October 22, 2003, which is the third anniversary of the murder of Claire Joyce Tempongko. Additionally, a working meeting is set on October 2, 2003, to review the work of the Justice and Courage Project committees over the past year. They will be presenting a progress report on the work of the committees and the status of JUSTIS.

Regarding staffing issues, Ms. Taylor-McGhee reported that Angela Martin is no longer with the Department and she is in the process of hiring an executive secretary. The job announcement will be posted tomorrow. She is hoping to hire someone as soon as possible and will email the announcement to Commissioners.

Ms. Taylor-McGhee responded to Commissioner Tulier's question regarding whether the Department had notified the funded agencies of the potential cuts by indicating that the Department had not since we were just made aware of it. Commissioner Tulier requested that funded agencies be informed of the possibility of cuts as soon as possible.

Commissioner Murase asked about the Commission's annual retreat, which is traditionally held in October. Dates for the retreat will be finalized through staff since it is not realistic to meet in October. This matter will be placed on the November agenda consent calendar.

No public comment.

7. CONSENT ITEM

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

A. Date of the October 2003 Commission on the Status of Women meeting.

Action: To change the date of the October 2003 Commission on the Status of Women from Wednesday, October 22, 2003 to Wednesday, October 29, 2003.

Unanimous Consent.

No public comment.

8. OLD BUSINESS

• CEDAW Task Force

Commissioner Murase introduced Sonia Melara, a member of the CEDAW Action Plan Committee. The Commission is being asked to consider whether to reopen the issue of forming an independent CEDAW Committee or to establish a committee of the Commission as had been approved at the March 2003 Commission retreat.

Sonia Melara thanked the Commission for putting this item on the agenda, as they had already made a decision on CEDAW, based on the 5-year strategic plan and the work of the subcommittee. Ms. Melara expressed her desire to inform the Commission of the gaps in communication in an effort to encourage them to re-look at the issue and re-consider their decision. She suggested the Commission consider appointing a sub-committee of the Commission, which would include Commissioner Murase and department staff to look at how the issue could be re-configured. She was concerned that there was nothing at the retreat which modified what had originally been proposed. Ann Lehman, Ken Theisen and Commissioner Murase informed the Task Force that the Committee

was to be part of the Commission, and not an independent committee as had proposed. She asked that the Commission reconsider its decision and put it back on the table for discussion by a subcommittee. Ms. Melara stated that although the committee doesn't seek to place additional burden on staff, it will need someone to do agenda and minutes work, although she indicated that in either scenario this would be the case. If an independent committee were created, the Mayor, Commission and the Board of Supervisors could appoint members. The committee would be the monitoring body of CEDAW, ensuring its implementation. She believes the committee would serve as an advocate for the Commission and as an outside body that could advocate and raise funds for more staff positions.

Commissioner Marks asked for Ms. Melara's proposal in writing. Valerie Tulier stated she was concerned about deciding at this meeting, and that if the committee remains under the Commission, then staff is required. An outside entity, on the other hand, would not be provided with staff. Ms. Melara finally said that as an "independent" committee they are still working with the Commission, but the appointing authorities would differ.

President Shorter thanked Ms. Melara for her presentation and asked the Commission to consider not taking action on this item. However, if it is revisited, they would like to be furnished with more information. There was a call for the vote.

m/s/c Miles/ Williams-Cofield

Action: To re-open the issue of forming an independent CEDAW committee.

Motion passed with a NO vote with the exception of Commissioner Tulier who abstained.

• Friends of the Commission

Angela Williams-Cofield met with Ms. McGhee to get a history of the Friends and review their bylaws. The Commission's role with the Friends is recruitment. Once Ms. Williams-Cofield gets a list of potential people to recruit from commissioners, she will get a company to sponsor an event and find a good venue. She is also meeting with previous members of the Friends. She hopes to have it wrapped up by the October meeting and would like commissioners to provide her suggested names at the November meeting.

• Executive Director's Review

Belle Taylor-McGhee will send the performance review (45 page document) to Emily Murase and to Angela Williams-Cofield.

• Commission Visibility

Angela Williams-Cofield reported that she and Ms. McGhee met. They made a list of four things they are going to move on which will take a portion of each commissioner's time. This item will be placed on the November agenda and each commission member will be given a task to increase the Commission's visibility.

• Girls Hearing

Ann Lehman reported that "Save the Date" notices have been sent out. Ann Lehman and Carol Sacco are working with the San Francisco Department of Children, Youth, and Their Families to send out more notices. Currently there are approximately ten speakers. She asked commissioners to email the names of persons they would like to have speak at the hearing. There will be youth in attendance also.

She stated that they are organizing speakers by topics, but the public can speak on anything under public comment. There was discussion on time allocated for speakers.

Ann Lehman stated that she has sent it to the San Francisco Unified School District, and Carol Sacco stated that they are working with the San Francisco's Youth Commission. Commissioner Tulier asked for the information to be sent to school health programs and to ask the health programs to send them the information to the Healthy Start, Twenty-first Century and after school programs. One representative from the San Francisco Unified School District Health Department has agreed to present. Commissioner Marks suggested press releases be sent to small newspapers. Belle Taylor-McGhee commended Carol Sacco and Ann Lehman on their great work.

- **Quarterly May 2004, Meeting of the Association of California Commissions for Women (ACCW)**

Belle spoke to Lisa Coffee, the secretary of ACCW regarding San Francisco hosting the May 2004 quarterly meeting. She reported that they are schedule to make a decision at their November meeting. Other cities have also indicated interest in hosting the May meeting. If San Francisco is selected, the responsibility is to find a location and provide breakfast, lunch, and an afternoon reception. The cost for this effort is about \$250.00.

Angela Williams-Cofield asked Belle Taylor-McGhee if she had a plan for this. Belle Taylor-McGhee stated that she thought this would be easy. President Shorter suggested we look at the list of corporate sponsors for the Women's Summit and offered to work with Belle on it. Commissioner Murase urged that the meeting incorporate a youth group or some funded agencies. Commissioner Miles cautioned on the length of time, as this is usually a one day event.

- **Grant Review/Funding Process**

Rosario Navarrette stated that on Table six (6) of their packets there is a memo on the selection process for the Violence Against Women program selection. She indicated that this is a summary; there are many more processes in the steps. If any commissioners need more details, Rosario Navarrette will be happy to speak to them. Commissioner Marks said she would like talk to Ms. Navarrette about the complaint process and creating a proactive approach.

9. Reports: None

10. Announcements: None

11. Public Comment: None

12. Adjournment:

Meeting was adjourned at 7:15 p.m.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at: <http://www.sfgov.org/cosw>.



City & County of San Francisco Commission on the Status of Women

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President

JUANITA MILES
Vice President

DORKA KEEHN
Commissioner

CAROLINE MARKS
Commissioner

EMILY MURASE
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS-COFIELD
Commissioner

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Special Meeting
Agenda - DRAFT
Wednesday, October 29, 2003
4:00 P.M. – 7:00 P.M.
City Hall, Room 250
Board of Supervisors Chambers
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter
Vice President Juanita Miles
Commissioner Dorka Keehn
Commissioner Carolene Marks

Commissioner Emily Murase
Commissioner Valerie Tulier
Commissioner Angela Williams-Cofield

- | | | |
|---|-------------------|--------|
| 1. CALL TO ORDER/ROLL CALL | | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | 4 min. |
| Regular Meeting held Wednesday, September 24, 2003 | | |
| Explanatory Document - Draft Minutes | | |
| 4. PRESIDENT'S REPORT | DISCUSSION/ACTION | 3 min. |
| a. Special Recognition | | |
| Action: To present a certificate of Special Recognition to Emily Murase for outstanding service as vice president of the Commission on the Status of Women. | | |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | 1 min. |
| a. Budget Update | | |

CONSENT AGENDA

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7. CONSENT ITEMS

- a. COSW annual retreat

4 min.

Action: To approve holding the COSW annual retreat on Friday, January 30, 2004.

- b. Faith Fancher Recognition

Action: To issue a posthumous special recognition to Faith Fancher for her work to educate and create public awareness on breast cancer.

8. HEARING ON THE GIRLS REPORT

DISCUSSION

2 hours 30 min.

Presentation by the San Francisco Girl's Choir

- Overview
- Demographics
- Funding
- Education
- Self Image and Media Literacy
- Health
- Foster Care
- Violence Prevention
- Juvenile Justice
- Closing Remarks

9. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters not on the agenda that are within the Commission's purview as well as to suggest new agenda items for consideration at future COSW meetings.)

10. ADJOURNMENT

ACTION

1 min.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD).

The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at <http://www.sfgov.org/cosw>.

Know Your Rights Under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact Donna Hall, Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854, email: Donna.Hall@sfgov.org. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

Attention: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Campaign & Governmental Conduct Code § 2.100 – 2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 30 Van Ness Ave., Suite 3900, San Francisco, CA 94102; phone: 415-581-2300, fax: 415-581-2317 and web site <http://www.sfgov.org/ethics>.

Lobbyist Registration and Reporting Requirements

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COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco Special Meeting Minutes

Wednesday, October 29, 2003
4:00 P.M. – 7:00 P.M.
City Hall, Room 250
Board of Supervisors Chambers
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

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Members Present

President Andrea Shorter
Vice-President Juanita Miles
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Emily Murase
Commissioner Valerie Tulier
Commissioner Angela Williams

Staff Present

Belle Taylor-McGhee, Executive Director
Rosario Navarrette, Deputy Director
Caroline Donnola, Senior Policy Analyst
Ann Lehman, Senior Policy Analyst
Justine McGonagle, Justice & Courage Coordinator
Carol Sacco, Policy Analyst
Winnie Xie, Grants Administrator

1. CALL TO ORDER/ROLL CALL

President Andrea Shorter called the meeting to order at 4:12 p.m.

Commissioner Williams arrived at 4:45 p.m.

President Shorter welcomed and thanked Supervisors Ma and Maxwell.

Supervisor Maxwell welcomed the Commission, the public, and the Department on the Status of Women and thanked the Department on the Status of Women for the Report on Girls and the hearing.

President Andrea Shorter welcomed Youth Commissioner Stephanie Champion.

Youth Commissioner Stephanie Champion introduced herself to the Commission and the public.

No public comment.

2. ADOPTION OF AGENDA

m/s/c (Miles/Marks/Unanimous)

Action: To adopt the agenda for Wednesday, October 29, 2003, Special Meeting, Public Hearing on the Girls Report.

No public comment.

3. APPROVAL OF MINUTES

m/s/c (Murase/Keehn/Unanimous)

Action: To approve the minutes for the Wednesday, September 24, 2003, regular Commission Meeting.

No public comment.

4. PRESIDENT'S REPORT

President Shorter started the meeting by asking Commissioner Keehn to present a resolution to Commissioner Murase recognizing the Commission's deep gratification to Commissioner Murase for her past work as Vice-President of the Commission, and her past and continuing efforts to advance the Commission's mission. Commissioner Murase thanked the Commission and the Executive Director of the Department on the Status of Women for their on-going support.

Commissioner Marks requested a resolution for Lateefah Simon, Executive Director of The Center for Young Women's Development in recognition of Ms. Simon's recent MacArthur Foundation Fellowship Award.

President Shorter announced that public comment will be taken after each topic of the Girl's Report, and President Shorter asked if there was public comment for Agenda Items 1-4.

President Shorter welcomed Supervisor Bevan Dufty.

No public comment.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Belle Taylor-McGhee advised President Shorter that her report was in the Commissioners' packet, and in the interest of time did not present.

No public comment.

CONSENT AGENDA

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6. CONSENT ITEMS

a. COSW annual retreat

Action: To approve holding the COSW annual retreat on Friday, January 30, 2004.

b. Faith Fancher Recognition

Action: To issue a posthumous special recognition to Faith Fancher for her work to educate and create public awareness on breast cancer.

Commissioner Miles informed the Commission that the family of Faith Fancher would be unable to accept the certificate of recognition at this time. The certificate will be sent to the Friends of Faith or Ms. Fancher's former employer, KTVU.

Unanimous Consent on both items.

7. HEARING ON THE GIRLS REPORT

President Shorter welcomed the San Francisco Girl's Chorus, which performed two selections. San Francisco Girl's Chorus member Bianca Jonson gave testimony of the importance of chorus in her life.

President Shorter welcomed the public and thanked the co-sponsors of the hearing, the Youth Commission, Supervisor Fiona Ma and Sophie Maxwell. She thanked Youth Commissioner, Stephanie Champion, and Supervisors Ma, Maxwell, and Dufty for attending the Hearing. President Shorter acknowledged City departments and individuals for their assistance with the Hearing, Tajel Shaw of the Department of Children, Youth, and Their Families and Colleen Moutoga, Director of the Youth Commission.

President Shorter welcomed Supervisor Tom Ammiano.

President Shorter gave a brief history on "*A Report on Girls in San Francisco: Benchmarks for the Future*" which was released in April this year by the Commission and Department on the Status of Women.

Supervisor Dufty thanked everyone for coming and stated that he would stay as long as possible to listen and learn.

Supervisor Ma thanked the Commission for their hard work and committed to staying for the entire hearing. Supervisor Ma also commented on the need to be able to collect the data that put together this report.

Supervisor Ammiano spoke about the lack of services for girls he encountered while he was teaching and complimented the Commission for documenting these discrepancies and looking toward solutions.

Department on the Status of Women Executive Director Belle Taylor-McGhee welcomed everyone for attending the hearing and gave background on the Girls Report.

Ms. Taylor-McGhee introduced the authors of the report, Ann Lehman and Carol Sacco of the Department of the Status of Women.

Overview of "*A Report on Girls in San Francisco: Benchmarks for the Future*"

Ms. Sacco began the overview of the report using PowerPoint. The first aspect of the report was demographics. Next, poverty data was analyzed by racial groups. Girls' sexual orientation was reported upon. The report looked at what type of schools, public or private, San Francisco middle and high school girls attended and the college-preparatory courses in which they were enrolled.

Ms. Lehman discussed additional research done that was not published in the report. Ms. Lehman presented on comparative work done between girls in San Francisco and those residing in Dallas, Los Angeles, San Diego, the state of California, and the whole of the United States. This research looked at San Francisco girls in areas of sexual activity, teen births, depression, body-image and diet, harassment, physical education, television viewing, foster care, and juvenile justice. Ms. Lehman directed the public to the full report on the Commission and Department on the Status of Women's web-site http://www.sfgov.org/site/dosw_index.asp.

President Shorter introduced Mr. Adam Van de Water with the Board of Supervisor's Legislative Analyst Office as the first speaker on Demographics.

No public comment.

Demographics

Mr. Van de Water commented on a report that his office out in February of this year which looked at census data.

President Shorter thanked Mr. Van de Water.

No public comment.

Funding

President Shorter introduced Winna Davis, the Director of Programs and Grants from the Department of Children, Youth, and Their Families (DCYF).

Ms. Davis shared the mission of DCYF. She stated that one of the responsibilities of DCYF is to implement a multi-year community engagement and planning process mandated by the renewal of the Children's Amendment in 2000. According to Ms. Davis, starting in 2005, three percent of the Children's Fund will be dedicated to youth-led projects funding and some of the current programs funded by DCYF that focus on girls.

President Shorter thanked Ms. Davis and welcomed Lindsay Swain, Program Officer for Safe Communities from the United Way of the Bay Area.

Ms. Swain discussed the difficulty in gathering data on girls in the Bay Area, especially in the juvenile justice system. The Girls Justice Project was started by the United Way to address the inadequacies of the data on girls in the juvenile justice system. Ms. Swain stressed the importance of collecting data on girls in the San Francisco Bay Area and urged other counties to do the same.

President Shorter thanked Ms. Swain and acknowledged the contributions of the United Way and other Bay Area organizations for their collection of data and work towards meeting the needs of girls.

No public comment.

Education

President Shorter listed the speakers under Education.

Mr. Phong Pham, Program Manager of the San Francisco Unified School District (SFUSD) School Health Programs, presented the methodology of the Youth Risk Behavior Survey System (YRBSS) developed in 1990 and coordinated by Center for Disease Control and Prevention (CDC). SFUSD has administered the survey every other year since 1991.

Mr. Joe Alter, a computer teacher from Independence High School in San Francisco, presented a brief look of young women using technology at Independence High School.

Krysta, a student at Independence High School, discussed her project with the pre-school students of the Noriega Children's Developmental Center and E-bus.

Ms. Anne Moses, Executive Director of GirlSource, gave an overview of GirlSource. Their mission is to equip low-income young women with the life, leadership, and job skills they will need to succeed. GirlSource serves low-income young women who are from the San Francisco Bay Area, primarily from San Francisco. The age group is 14-18 years old and approximately 150 young women per year are reached by GirlSource.

Krystal, a participant of GirlSource programs and currently on its Board of Directors, spoke about her experience in the last four years at GirlSource.

President Shorter thanked Ms. Moses and Krystal for their presentation and asked Ms. Moses what is the eligibility of participating in the GirlSource program.

Ms. Moses responded that participants must be a girl, between the ages of 14-18, must be low-income, eligibility verification is done in the most minimal way possible thought there is different verification needed for city versus state funded programs and must be able to attend the programs during the designated hours.

President Shorter introduced Andrea Johnston of Girls Speak Out.

Ms. Johnston congratulated all the people who made the report possible and brought congratulations from Girls Speak Out co-founder, Gloria Steinem. Girls Speak Out brings information about girls from girls to other girls.

Commissioner Marks thanked Ms. Johnston and asked her to send some of her materials to the Commission. Ms. Johnston left copies of her column with the Commission.

President Shorter asked former and future speakers to submit copies of their materials to the Department so that the issues and data can be further reviewed.

Public Comment

President Shorter reminded the public that Public Comment would be held to one minute.

Julina Banilla, Job Corps Admissions Counselor at Treasure Island, gave a brief overview of the Job Corps Program and discussed her position as being a recruiter of females between the ages of 16-24 in San Francisco.

President Shorter recessed the hearing for five minutes.

Self Image and Media Literacy

President Shorter listed the speakers under Self Image and Media Literacy.

Ms. Sarah Grossman-Swenson, a Policy and Media Associate with Children NOW, spoke about the media program at Children NOW which works to improve media for and about children through commissioning independent research, public policy development, and outreach to media industry leaders. Some resources: the KQED website <http://www.kqed.org/index.jsp?flash=true> and About Face <http://www.about-face.org/>.

Liz Pearle, Editor in Chief of Common Sense magazine, discussed the mission of Common Sense magazine and the impact of media on girls. Ms. Pearle urged the Commission to look at the Kaiser Study released yesterday (October 28, 2003) that found children ages 0-6 spend as much time with the media as they do playing outside.

No public comment.

Leadership Development

President Shorter listed the speakers under Leadership Development.

Ms. Lateefah Simon, Executive Director of The Center for Young Women's Development, talked about what is happening to make leadership among young women possible in San Francisco. Ms. Simon discussed her experiences as a participant in girls programs in San Francisco in her youth.

Ms. Amy Benjamin, Director of Prevention for the Youth Leadership Institute, gave an overview of the Youth Leadership Institute. In San Francisco, the agency has a couple groups: San Francisco Community Action Live which looks at prevention issues, San Francisco Civic Action Innovation Fund that is partnered with the School District and the Youth Commission in providing youth led project money for grants, and Youth Infoanthrpy is also doing similar work. In closing, Ms. Benjamin urged the participants and the Commission to partner with the girls of San Francisco in providing access to this information to all girls and an analysis and partnership recommendation of policy changes with these girls.

Dena Blank, Executive Director of Bay Area Girls Center, discussed the mission and history of the Bay Area Girls Center. By using outdoor education, creative arts, and group experiences, the Center empowers girls to develop and express their strengths. The Center believes in the power of all-girl settings and wilderness as a classroom of life.

Public Comment

President Shorter reminded the public speakers of the one-minute limit.

Judy Young, Program Director of the Vietnamese Youth Development Center, shared about what her organization was currently doing. Two programs are specially targeted towards girls.

Judy Chea, Program Coordinator for the Arts and Leadership programs with the Vietnamese Youth Development Center, spoke about the Girls Support Group. The program was developed to meet the needs of young women in the Tenderloin around issues such as teen pregnancy.

Gloria Romero, Girls Services Director with Mission Neighborhood Centers, runs the Mission Girl Program which works with Latina girls providing in-school, after-school, and evening services. The girls begin with participation in programs and then the girls are found jobs in the community especially working with the Centers, currently about half of the staff at Mission Girls were former participants.

President Shorter reminded public speakers that there is only one minute for public comment.

Health

President Shorter asked all speakers on the topic of Health to come forward.

Ms. Maria Cora, Coordinator of the Office of Women's Health with the Department of Public Health, discussed teen pregnancy. The local health department has six family teen friendly clinics all over the city with teen hours. Ms. Cora closed by stressing the importance of gathering gender-specific data.

Commissioner Keehn asked for Ms. Cora to provide the Commission with the rest of her report so that it could be included in the final report.

Mr. Michael Baxter, Director of Community Health Programs for Youth with the Department of Public Health, discussed the three clinics that provide comprehensive health services to young people: Balboa Teen Health Center, the Cole Street Youth Clinic, and the Larkin Street Medical Clinic.

President Shorter asked all the speakers to give any written information they had to the Commission and thanked them in advance for their cooperation.

Ms. Ingrid Tischer, the Development and Communications Director of Equal Rights Advocates, reminded the Commission that critical data was not being collected and information, rather people, were missing from the report, girls with disabilities.

Ms. Paula Lykins, from State Senator Jackie Speier's Office, spoke about the fourth annual Young Women's Health Conference. Ms. Lykins asked Commissioner Champion to comment on her involvement.

Commissioner Champion said that last year's conference was a wonderful experience and she learned a lot. She felt that there was a real sense of connection and affiliation with everyone there and most of all, a real sense of empowerment.

Ms. Saba Brevli, Director of Health Services at Huckleberry Youth Programs, gave some background of the type of programs provided and the history of Huckleberry Youth Programs. Services that are geared specifically

towards young people are important because of the critical changes that they are going through which separate them from children and adults.

No public comment

Foster Care

President Shorter asked for the speaker in Foster Care to step forward.

Mr. Trent Rhorer, Executive Director of the Department of Human Services (DHS), focused on the data in the report on foster care. In the late 1980s, 72% of first-time entries into foster care were African-American. In the past few years, this number has dropped to 49%. DHS had expanded the Independent Living Skills program to reach 13-14 years old. Mr. Rhorer stated there are going to be difficulties in maintaining or adding services due to budget short falls.

Ms. Janice Anderson-Santos, Deputy Director of the Department of Human Services, discussed the services being provided by DHS. The Intercity Family Resource Center, the Youth Law Center, and DHS are looking at who is in foster care, finding ways and trends to improve the outcome of exiting kids from care, and finally, a research project will be published with those results. Ms. Anderson-Santos closed by discussing the other community organizations DHS supports.

Michele Byrnes, Program Director of H.E.Y. Housing for Emancipated Youth, began by offering some history about H.E.Y. This year 241 youths will emancipate from the San Francisco foster care system and about half of them will be young women. Ms. Byrnes closed by asking the Commission to make a commitment to girls in foster care and those leaving foster care each year.

Ms. Serenity Enriquez, an emancipated youth, spoke about her experiences in and out of foster care as a youth living on the streets and in foster care situations.

Amisha, a seventeen year old who works for Legal Services for Children on a task force, spoke about her experiences in foster care and a group home.

Bonnie, a sixteen year old who works for Legal Services for Children on a task force, spoke about being a consumer of multiple systems: juvenile justice, mental health, special education, and foster care and as a member of the task force, she makes recommendations for changes in these systems.

Commissioner Marks asked if Bonnie had brought the list of her recommendations with her.

Ms. Toni Heineman, Executive Director of A Home Within and Associate Clinical Professor at UCSF, began by discussing the history and purpose of A Home Within. A Home Within provides long-term psychotherapy to children and youth in foster care. If the public does not responsibly attend to the needs of girls and young women in foster care system at the first moment they enter care, the community will find themselves responsible for them and their children for many years to come.

Ms. Lanita Hopkins, one of the co-founders of Gastinell's Tender Loving Care Residence and now serving as Director of Program and Fund Development, discussed the history and goals of Gastinell's. Ms. Hopkins discussed the needs of these girls to have something substantial and some type of foundation once they age out of the foster care system. A new program at Gastinell's is helping girls from ages 18-24 to bridge services and support after they have left the foster care system through an independent living situation.

Public Comment

Deidre Murphy from the Jamestown Community Center spoke about how sports can positively affect girls and their families' lives. Being physically active and playing on a team supports all the components of the Girl's Report.

Juvenile Justice

President Shorter asked for speakers on Juvenile Justice to step forward.

Ms. Emily Dreblow, with Huckleberry Youth Program and VIP Girls, gave some information about the program. The VIP Program stands for Violence is Preventable and is a girls' collaboration that started six years ago. The program's goal is to prevent violence with two core services: leadership and mentoring. Ms. Dreblow offered two closing suggestions: a Young Women's Celebration Day and look at how agencies prioritize the needs of young people in San Francisco.

Cherese, a student at Raoul Wallenberg High School, spoke about the VIP program. VIP helped Cherese find her talents. VIP is a way to develop their strengths, talents, and skills. Cherese believes the VIP program should be in all middle and high schools in San Francisco. Cherese submitted newsletters to the Commission (see attached).

Annie, of the VIP programs, spoke about low self-esteem in girls. Annie advocated for more leadership programs.

Lushan and Cecilia from the Community Youth Center discussed transportation in San Francisco. Transportation is a major issue that prevents young people citywide from participating in programs. There are not enough youth agencies in the city.

President Shorter asked the speakers for Violence Prevention to come forward.

Public Comment

Cloteal, another young woman from the Legal Service for Children task force, read a poem, *My Ghetto, My Community* (see attached).

Norma Hotaling, from SAGE (Standing Against Global Exploitation), discussed prostitution and children. Young prostitutes are not viewed by society as child sexual abuse victims or statutory rape victims; instead, they are viewed as prostitutes, criminals, and perpetrators.

Violence Prevention

Dr. Meda Chesney-Lind, from the University of Hawaii, Manoa, made a couple of quick points and submitted written testimony. Girls' violence is going down. Girls in San Francisco are less violent than the national image.

Ms. Joyce Richards, CEO of Girl Scouts of the Bay Area, gave background of the Girl Scouts organization. The Girl Scouts organization is doing programs in group homes, Studio 2B.

Ms. Jan Cobaleda-Kegler, Program Director at Chris Adams Girls Center, shared about what her agency was doing for girls in Contra Costa County. The partnership with the Girl Scouts is a new one, and Chris Adams is very happy with the results.

Liz and Brittany, residents from Chris Adams Center, spoke about the impact that Girl Scouts' programs had on them.

Ms. Julie Posadas Guzman, Girls' Service Coordinator with the San Francisco Juvenile Probation Department, discussed her work with girls in the Juvenile Probation Department and District Attorney's Office. The majority of her work is with girls in detention, and she discussed ways to prevent girls from being placed in detention and doing systematic changes to gain alternatives to the juvenile justice system. Ms. Posada Guzman asked the Commission to help identify what resources are available to girls in San Francisco.

Sergeant Colleen Fatooh, Coordinator for Youth Programs from the San Francisco Police Department (SFPD), spoke about the programs offered to the young people of San Francisco through the SFPD.

Ms. Patricia Lee, Managing Attorney of the Office of the Public Defender-Juvenile Division, discussed her experience at the Public Defenders Office. Ms. Lee discussed the conditions of the young girls being jailed. Ms.

Lee spoke about the holistic representation of young people by the Public Defender's office. The juvenile justice system receives the young girls who have been abandoned by the other systems: mental health, education, social services and other systems which have failed.

Public Comment

Dan MacAllair, from the Center on Juvenile and Criminal Justice, highlighted some of the work he has done in the area of juvenile justice.

Norma Hotaling, of SAGE, asked the public and Commission to look at the arrest rates of girls, who are exploited in prostitution.

Closing Remarks

President Shorter thanked all the participants for their testimony and participation and that they provide their contact information.

Commissioner Tulier praised to the Department of the Status of Women and its staff for their work in putting together the hearing. She urged the speakers to come together with the Commission and the Department to build a network.

Commissioner Miles thanked everyone and talked about the programs available to her as a youth in San Francisco which no longer exist. Commissioner Miles commented the same problems with race existed in the criminal justice system forty years ago, and that new solutions are needed for old problems.

Commissioner Murase thanked everyone for their participation. She stated the report and the hearing are a giant leap forward in identifying those needs and our work is cut out for us in addressing those needs. Commissioner Murase recognized the Department for their work.

Commissioner Marks thanked the all the participants. Commissioner Marks commented that we need to find news way to work together. Commissioner Marks thought a Young Women's Day would be a good idea and thanked the girls who participated in the hearing again.

Youth Commissioner Champion thanked everyone for the participation and the opportunity to learn things.

President Shorter thanked everyone again for their participation and for getting the word out about the hearing. She stated that there are old problems in need of dire solutions. She said she is excited about the Commission working with the extended community in coming up with such solutions.

Executive Director Belle Taylor-McGhee thanked everyone. She stated that one of the goals of the report was to establish benchmarks and the hearing will provide benchmarks to measure the success that can be gained in the following years.

8. ADJOURNMENT

(m/s/c) Miles/Tulier/Unanimous

President Shorter adjourned the meeting at 8:30 p.m.

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Commissioner

EMILY MURASE
Commissioner

CAROLINE MARKS
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Agenda

Wednesday, November 19, 2003

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Juanita Miles

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Angela Williams-Cofield

Commissioner Valerie Tulier

Commissioner Emily Murase

1. CALL TO ORDER/ROLL CALL

1 min

2. ADOPTION OF AGENDA

ACTION

2 min

3. APPROVAL OF MINUTES

Special Meeting held Wednesday, October 29, 2003
Explanatory Document - Draft Minutes

ACTION

4 min.

4. PRESIDENT'S REPORT

a. Update on the Public Hearing on the Girl's Report

DISCUSSION

5 min

5. EXECUTIVE DIRECTOR'S REPORT

- a. Staffing Update
- b. VAW Program Update/All Agency Meeting
- c. Girls Hearing: Next Steps

DISCUSSION

5 min

CONSENT AGENDA

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Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

6. CONSENT ITEMS

DISCUSSION/ACTION

- a. Lateefah Simon, The Center for Young Women's Development 5 min
Action: To recognize Lateefah Simon, Executive Director of The Center for Young Women's Development, for her achievement in receiving the MacArthur Foundation Fellowship Award

7. OLD BUSINESS

DISCUSSION/ACTION

- a. Commission Retreat, January 30, 2004 10 min
Action: To appoint designee(s) to work with the Executive Director on the agenda for the retreat
 b. Faith Fancher Recognition Commissioner Juanita Miles 2 min.
 c. Grant Allocation Process Winnie Xie, Grants Administrator 5 min.

8. NEW BUSINESS

DISCUSSION/ACTION

- a. CEDAW Committee 10 min.
Action: To form a new CEDAW Committee and appoint Emily Murase as Chair of the Committee
Action: To approve the nomination of the Committee Members
 Explanatory Document-Summary of CEDAW Committee nominations
 b. Discuss Commission support for SB 689
 Explanatory Documents 5 min.

9. REPORTS

DISCUSSION

- a. Justice and Courage Report Commissioner Dorka Kechn 5 min.
 b. NACW/ACCW Report Commissioner Juanita Miles 5 min.
 c. Performance Review Commissioners Kechn and Murase 5 min.
 Performance Review of Executive Director

10. ANNOUNCEMENTS

DISCUSSION

5 min.

11. PUBLIC COMMENT

DISCUSSION

2 min

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

12. ADJOURNMENT

ACTION

2 min

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Regular Meeting

Minutes

Wednesday, November 19, 2003

5:00 P.M.

City Hall, Room 400

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Vice-President Juanita Miles
Commissioner Dorka Keehn
Commissioner Emily Murase
Commissioner Valerie Tulier

Staff Present

Rosario Navarrette, Deputy Director
Caroline Donnola, Senior Policy Analyst
Ann Lehman, Senior Policy Analyst
Justine McGonagle, Justice & Courage Coordinator
Carol Sacco, Policy Analyst
Winne Xie, Grants Administrator

1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:02 p.m.

Commissioner Tulier arrived at 5:10 p.m.

No public comment.

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2. ADOPTION OF AGENDA

m/s/c (Murase/Miles/Unanimous)

Action: Adopted agenda for the Wednesday, November 19, 2003, Regular Meeting

No public comment.

3. APPROVAL OF MINUTES

m/s/c (Keehn/Murase/Unanimous)

Action: Approved the minutes from Wednesday, October 29, 2003, Special Meeting, Public Hearing on the Girls Report.

No public comment.

4. PRESIDENT'S REPORT

President Shorter spoke about the public response to the Girls Hearing and stressed the Commission's and the Department's continued effort to share the rich information with service agencies and the public as a whole. President Shorter shared Supervisor Dufty's desire to sponsor a follow-up hearing with a focus on violence prevention and juvenile justice. She stated that the Department would focus on foster care issues that were brought up by the youth and service agencies at the Hearing while the Commission determines an exact focus on how they want to proceed with the information gathered at the Hearing. The Commission and the President will use the time before the January 2004 Annual Retreat to compose recommendations, policy action and suggestions on how to further engage the community.

Commissioner Miles suggested a follow-up in the Bayview/Hunters Point area in an effort to start going back to the neighborhoods.

Deputy Director Rosario Navarrette shared with the Commission the positive public response the Department has received in regard to people who viewed the Girls Hearing on SFGOV TV. She stated that the public has called the Department to get more information on some of the agencies at the Hearing.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Belle Taylor-McGhee was out ill. Deputy Director Rosario Navarrette gave the Executive Director's Report.

Deputy Director Navarrette informed the Commission that Senior Policy Analyst Ann Lehman will be leaving the Department after almost nine years of service at the end of the year.

Commissioners Miles, Murase, Tulier, and Keehn expressed their deep appreciation for Ms. Lehman and her policy work over the past years.

Deputy Director Navarrette reported that interviews for the Executive Secretary position would be conducted in the upcoming weeks.

Deputy Director Navarrette gave a brief report on the Department funded Violence Against Women (VAW) All Agency meeting that was held on November 13, 2003. The meeting provided an opportunity for the service providers to break into groups and discuss strategies to better serve the public. The Department stressed the need for cultural competency, Clients' Bill of Rights and to establish a grievance policy.

President Shorter stopped by the All Agency meeting and noted the lively discussion among the agencies and the philosophical discussions.

Commissioner Tulier hoped that future meetings of this nature would provide an opportunity for relationship building and the coordination of resources.

Deputy Director Navarrette discussed the positive feedback the Department received from the agencies and is hopeful that future meetings will produce similar outcomes. She stated that the agency networking was one of the many highlights. The agencies, due to time constraints, believe half day meetings would be better attended and more helpful.

Commissioner Keehn asked about the selection process and the strategic planning involved in the grant process. It was her hope that the Commission could be more involved in discussion.

Deputy Director Navarrette discussed the possibility of collaborating with other public agencies to draw additional funding for service agencies such as the Department of Children, Youth and Their Families (DCYF).

Senior Policy Analyst Lehman discussed the upcoming meeting with the (DCYF) at the beginning of December to discuss how DCYF's \$36 million budget can use direct funds for girl specific programs.

Commissioner Keehn inquired what the next steps of the Girls Hearing will be and how the Commission will be involved in creating and implementing policies to address the issues raised at the Hearing.

President Shorter said that the next few weeks would be used to get a general scope of the policies that need to be developed as well as an opportunity to meet with other departments to discuss earmarking funds for girl specific programs.

Commissioner Murase asked what stage is DCYF's Request for Proposals is currently in.

Senior Policy Analyst Ann Lehman responded that it was being formulated.

Commissioner Tulier stressed the importance of identifying the key players and services that need to be provided by looking at current service providers and what girls' services are currently provided.

Commissioner Tulier thanked Justice & Courage Coordinator Justine McGonagle and the Department for their support at a recent hearing for a San Francisco girl who was sexually assaulted.

No public comment.

CONSENT AGENDA

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6. CONSENT ITEMS

m/s/c (Murase/Tulier/Unanimous)

Action: To recognize Lateefah Simon, Executive Director of the Center for Young Women's Development, for her achievement in receiving the MacArthur Foundation Fellowship Award.

President Shorter suggested a reception in conjunction with the Friends of the Commission on the Status of Women to recognize Ms. Simon and the Center itself to be led by Commissioner Marks.

7. OLD BUSINESS

- a. Commission Retreat, January 30, 2003

m/s/c (Keehn/Murase/Unanimous)

Action: To appoint a designee to work with the Executive Director on the agenda for the annual retreat.

Commissioner Tulier was appointed to work with the Executive Director on the agenda for the retreat.

- b. Faith Fancher Recognition

Commissioner Miles is getting background on the recognition and is open to suggestions from the Commission on how Ms. Fancher's contributions should be recognized.

- c. Grant Allocation Process

Winnie Xie, Grants Administrator, gave an overview of the current contract status of the funded agencies.

Commissioner Keehn asked what the time period of certification was each year.

Grants Administrator Xie explained that the Department reviewed all funded agencies' reports on their past years progress to compare outcomes with the initial goals and objectives.

President Shorter asked if this was done for every agency.

Grants Administrator Xie said yes.

President Shorter wanted to know how far into the fiscal year the process was.

Grants Administrator Xie informed the Commission that they were in their fifth month of funding for this fiscal year.

Commissioner Miles asked what happened with agencies didn't comply and what the Department was currently doing to ensure compliance.

Deputy Director Navarrette explained that the Department currently had a monthly report system. This allowed the Department to monitor the agencies and give support when problems occurred instead of waiting until the end of the contract cycle. Furthermore, it was the goal of the Department to be able to conduct site visits to help agencies implement the programs that they were funded for, however, the current funding of the Department did not allow staff to make these visits at this time as regularly as possible.

Commissioner Miles concurred that the idea of visits would be beneficial to all involved.

Commissioner Murase commented that there should be a policy discussion among the Commissioners before the next funding cycle.

Commissioner Keehn suggested that funding policies for the agencies be an agenda item at the January 30 Retreat.

President Shorter reminded the Commission that this had been put on hold at the last retreat and should be an opening item at the next retreat.

Deputy Director Navarrette maintained that any changes made to the RFPs would be brought to the Commission's attention, and that it was crucial for the Department and the Commission to work together.

Commissioner Keehn asked when the Commission could discuss the RFPs and when the Department was planning on releasing the RFPs.

Deputy Director Navarrette informed the Commission that the sooner the discussion could take place the better it would be as the plan was to release the RFPs in late February/early March. The Deputy Director informed the Commission that the Mayor's Office informed the Department that \$60,000.00 had been cut from this year's budget. The Department would be putting current efforts into funding strategies.

Commissioner Keehn and President Shorter asked about the contingency budget plans.

Deputy Director Navarrette said that the Board of Supervisors and the Mayor's Office followed the contingency plans as outlined in the September 24, 2003 agenda.

Commissioner Keehn asked what the next steps of action would be in regard to the Department's budget.

Commissioner Miles believed that the Commission would have to have a special meeting to discuss the implications of the budget cuts.

Commissioner Keehn concurred and commented that the Mayor's Office and the Board of Supervisors had stated that they would not make any additional cuts in the Department's budget during this fiscal year.

Commissioner Keehn left at 6:00 p.m.

No public comment.

8. NEW BUSINESS

a. CEDAW Committee

m/s/c (Tulier/Miles/Unanimous)

Action: Formed a new CEDAW Committee and appoint Emily Murase as Chair of the Committee

Commissioner Murase thanked the Commission for her appointment and gave a brief background on the Committee candidates.

Senior Policy Analyst Lehman also submitted a verbal biography briefly on each candidate and the contributions each would bring to the Committee.

m/s/c (Murase/Tulier/Unanimous)

Action: Approved the nomination of the Committee Members

CEDAW Committee Members

Maria Chatfield-Taylor, Friends and Foundation of the San Francisco Library

Sharon Friedrichsen, Office of the Controller

Maria Elena Guillen, Department of Aging and Adult Services

Camren Herrera, Human Rights Commission

Dee Williams, Adult Probation Department

b. Discuss Commission support for SB 689

Due to Commissioner Mark's absence, the discussion of SB 689 will be postponed until December 17th's meeting.

No public comment.

9. REPORTS

a. Justice and Courage Report

Commissioner Keehn had to leave the meeting early, so the Justice and Courage Report will be given at the December 17th meeting.

b. NACW/ACCW Report

Commissioner Miles discussed her attendance at both the NACW and the ACCW meetings in early October. Commissioner Miles was pleased with both organizations new strategic plan and encouraged all Commissioners and staff to support the organizations at their annual meeting this July in Pasadena, California.

Deputy Director Navarrette explained to the Commission that due to funding constraints, the Department would be unable to pay its annual dues to NACW and ACCW.

Commissioner Miles said she would speak to the organizations on the behalf of the Department in hopes of lessening the due amount.

President Shorter asked the Deputy Director to provide a list of organizations the Department was unable to pay dues because of a lack of funding.

c. Performance Review

Commissioner Murase gave the Commission an outline of the process and general timeline of the Executive Director's Performance Review based on her meeting with Commissioner Keehn and Williams the previous week. Commissioner Murase provided the Department with a written outline. The Commissioners (Murase, Keehn, and Williams) recommended a 360 degree review involving Department staff, other city departments and service providers.

Commissioner Miles disagreed with a 360 review.

Commissioner Murase stated that it would be an eighteen-month evaluation period. The first evaluation would happen in six months time in June. The process and timeline would be submitted in January for approval. Commissioner Murase said they would be working with the Human Resources Department (HR) closely to get feedback of current Executive Directors' performances reviews. After the June review, reviews would follow every six months. Acknowledging current Commissioners resistance to the 360 process, Commissioner Murase said Commissioner sampling of ideas would be encouraged throughout the process.

Commissioner Miles believed involving outside agencies would be unfair due to funding issues.

Commissioner Tulier opposes involving other departments as these reviews may be subjective and could be taken out of context. The Commissioner wanted to hear more about the staff evaluation aspect of the review.

President Shorter believed further research was needed to help establish a standard and encouraged involving HR to provide models for productive and effective reviews.

Commissioner Miles wanted to hear further information about how the Executive Director would be involved in the review process.

Commissioner Murase said she would be meeting with Commissioners Keehn and Williams in early December and would bring back an updated process for the December 17th Commission meeting.

No public comment.

10. ANNOUNCEMENTS

President Shorter reminded the Commissioners to respond to the Department's memo regarding updating Commissioner contact information.

No public comment.

11. ADJOURNMENT

m/s/c (Miles/Tulier/Unanimous)

Action: President Shorter adjourned the meeting at 6:32 p.m.

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City & County of San Francisco Commission on the Status of Women

25 Van Ness, Suite 130, San Francisco, CA 94102
<http://www.sfgov.org/cosw>

(415) 252-2570 FAX (415) 252-2575
email: cosw@sfgov.org

ANDREA SHORTER
President

JUANITA MILES
Vice President

DORKA KEEHN
Commissioner

EMILY MURASE
Commissioner

CAROLENE MARKS
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco Meeting

*This is the regularly scheduled December meeting of the
Commission, held at a different location and beginning at 5:30 p.m.*

Agenda

Wednesday, December 17, 2003
5:30 P.M.

25 Van Ness Avenue, Suite 70
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Juanita Miles

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Angela Williams-Cofield

Commissioner Valerie Tulier

Commissioner Emily Murase

1. CALL TO ORDER/ROLL CALL

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF MINUTES

ACTION

4 min

Regular Meeting held Wednesday, November 19, 2003
Explanatory Document - Draft Minutes

4. PRESIDENT'S REPORT

DISCUSSION

2 min.

5. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

10 min

a. Budget Update

- Impact on COSW

b. Girls Hearing Update

c. VAW Program Funding Process

d. News of Note

CONSENT AGENDA

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No items have been calendared for the Consent Agenda.

- | | | |
|---|------------------------------|---------|
| 6. OLD BUSINESS | DISCUSSION/ACTION | |
| a. Discuss Commission support for SB 689
Explanatory Documents provided at November 19, 2003 COSW Meeting | Commissioner Carolene Marks | 5 min. |
| b. Friends of the Commission on the
Status of Women | Commissioner Angela Williams | 5 min. |
| c. Recognition of Latefish Simon | Commissioner Carolene Marks | 5 min. |
| d. Establish Retreat Agenda | Commissioner Valerie Tulier | 5 min. |
| Action: To establish retreat agenda | | |
| 7. NEW BUSINESS | DISCUSSION/ACTION | |
| a. Motivating Teen Spirit | Commissioner Juanita Miles | 10 min. |
| Commissioner Miles will introduce Ms. Brenda McClellendon who will discuss her agency's work with youth | | |
| b. Recognition of Mayor Willie L. Brown, Jr. | Commissioner Juanita Miles | 5 min. |
| Action: To recognize Mayor Willie L. Brown Jr.'s contributions on behalf of San Francisco's women and children. | | |
| 8. REPORTS | DISCUSSION | |
| a. Justice and Courage Report | Commissioner Dorka Keelin | 5 min. |
| 9. CLOSED SESSION | DISCUSSION/ACTION | |
| a. Public Comment on all matters pertaining to the Closed Session | | 2 min. |
| b. Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Public Employee Performance Evaluation: Executive Director Belle Taylor-McGhee | | 15 min. |
| c. Disclose any or all discussions | | 2 min. |
| Action: Vote to elect whether to discuss any or all discussions held in closed session (San Francisco Administrative Code Section 67.12 a.) | | |
| 10. ANNOUNCEMENTS | DISCUSSION | 5 min. |
| 11. PUBLIC COMMENT | DISCUSSION | 2 min. |
| <i>(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration)</i> | | |
| 12. ADJOURNMENT | ACTION | 2 min. |

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COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Meeting

*This is the regularly scheduled December meeting of the
Commission, held at a different location and beginning at 5:30 p.m.*

Minutes

Wednesday, December 17, 2003

5:30 p.m.

25 Van Ness Avenue, Suite 70
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Vice President Juanita Miles
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Emily Murase
Commissioner Valerie Tulier
Commissioner Angela Williams

Staff Present

Belle Taylor-McGhee, Executive Director
Rosario Navarrette, Deputy Director
Caroline Donnola, Senior Policy Analyst
Winnie Xie, Grants Administrator
Bernice Casey, Executive Secretary

1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:32 p.m.

No public comment.

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2. ADOPTION OF AGENDA

Vice President Miles asked that Ms. Brenda McClendon from Motivating Teen Spirit under New Business be moved to the beginning of the program as Commissioner Miles had to leave at 6:00 p.m.

Commissioner Keehn asked that the Closed Session also be moved up as some commissioners had to leave early.

m/s/c (Marks/Williams/Unanimous)

Action: Adopted amended agenda for the Wednesday, December 17, 2003, Regular Meeting.

No public comment.

3. APPROVAL OF MINUTES

Commissioner Keehn corrected a statement on the Draft Minutes of the Wednesday, November 19, 2003, Regular Meeting.

Commissioner Keehn asked about next steps following the Girls Hearing and meetings with agencies around issues brought up at the hearing.

Executive Director Belle Taylor-McGhee briefed the Commission on the steps the Department has taken thus far and informed the Commission that further steps would be discussed at the upcoming January Retreat.

m/s/c (Murase/Miles/Unanimous)

Action: Approved the corrected minutes from the Wednesday, November 19, 2003, Regular Meeting.

No public comment.

4. NEW BUSINESS

Commissioner Miles introduced Ms. Brenda McClendon of Motivating Teen Spirit, who discussed her agency's work with youth. Ms. McClendon spoke about the work her agency is currently doing with the Oakland City Community Council and gave the Commission an overview of the programs as well as the diverse populations that are served. She stated that Motivating Teen Spirit creates a space for young people to make positive changes in their lives. Ms. McClendon provided the Commission with written information about the program.

No public comment.

5. CLOSED SESSION

Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Public Employee Performance Evaluation of Executive Director, Belle Taylor-McGhee.

m/s/c (Williams/Marks/Unanimous)

Action: Adjourned the current meeting for a Closed Session to discuss Public Employee Performance Evaluation: Executive Director Belle Taylor-McGhee.

Session closed at 6:05 p.m.

Commissioners Shorter, Keehn, Marks, Murase, Williams and Tulier present during the Closed Session.

Session re-opened at 6:57 p.m.

Commissioners Miles, Keehn and Marks are excused.

Commissioners Shorter, Murase, Williams and Tulier present.

m/s/c (Williams/Murase/Unanimous)

Action: Voted not to discuss any or all discussions held in closed session (San Francisco Administrative Code Section 67.12 a.).

No public comment.

6. PRESIDENT'S REPORT

President Shorter postponed her report in the interest of time.

No public comment.

7. EXECUTIVE DIRECTOR'S REPORT

On Monday, December 15, 2003, Mayor Brown held a department head meeting to inform directors that the budget situation was worsening, even in the current fiscal year. Another meeting was held on Tuesday, which identified what cuts would be asked from each department. This contingency plans calls for departments to make an additional 7 1/2 % cut in their current budgets above and beyond other cuts or contingency cuts made up to this date. In the last budget proposal from the Mayor's Office, the \$60,000.00 cut from the Department's current budget did not affect any of the current Violence Against Women (VAW) Programs. Any additional cuts would cut directly into VAW Programs' funding. The Executive Director suggested that the Commission and the Department continue talks they began last year with the Board of Supervisors and the Mayor's Office to let them know that any additional cuts made at this time would directly impact the services provided by the VAW Programs.

Ms. Taylor-McGhee addressed the concerns raised at the last meeting regarding the Department's inability to pay membership dues to different coalition partners. Dues have not been paid because funds are not available at this time.

President Shorter asked for the number of agencies to which the Department currently pays dues.

Executive Director Taylor-McGhee said that is was approximately five, and that it is important to support these organizations in order to strengthen alliances.

Ms. Taylor-McGhee provided an update on the Girls Hearing. She informed the Commission that a copy of the Girls Hearing Resource Guide has been provided to the Commissioners in their packets.

She stated that she met with the Girls Scouts of the Bay Area to discuss the work they are currently doing and to talk about joint projects the Department and the Girls Scouts could work towards.

Senior Policy Analyst Ann Lehman and Policy Analyst Carol Sacco attended the Board of Supervisor's Budget Committee Meeting on Friday, December 12, 2003, and testified on more support for girls' services.

The Commissioners were provided with a VAW Program Funding Process timeline in their packets. A questionnaire was sent out to the funded agencies seeking input about the idea of priority funding. Internally, the Department is discussing the Funding Allocation Plan and the Request for Proposals. The Department plans on presenting a comprehensive plan to the Commission for their review at the January retreat. Ms. Taylor-McGhee stated that we need to ensure that the Review Panel and the Funding Committee have no conflict of interest.

Ms. Taylor-McGhee returned from a Human Rights conference last week in Boston where she presented on CEDAW. The conference provided an opportunity to network on a national level about CEDAW. She also had the opportunity to meet with the Executive Director of the Boston Commission on the Status of Women, Ms. Linda Brantley.

Deputy Director Rosario Navarrette participated in a press conference at the end of November with Assemblyperson Leeland Yee and the San Mateo Commission on the Status of Women. The press conference was held to address meeting the needs of the Asian women.

No public comment.

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8. OLD BUSINESS

Commissioner Carolene Marks was to present on SB 689 but had to leave. Commissioner Murase suggested that Commissioner Marks prepare a draft letter of support for SB 689 before the next meeting and that it be provided to the Commissioners for their approval.

Commissioner Angela Williams presented on her progress on the reactivation of the Friends of the Commission on the Status of Women (Friends). At the September COSW meeting, Commissioner Williams was assigned to provide clarity in terms of the roles and responsibilities between the Commission, the Department and the Friends. Under the Friends Constitution and the By-laws, Commissioner Williams reported that the Friends is totally separate from the Department and the Commission. The Commission can suggest people to be part of the Friends and tell the Friends what the Commission would like their help with, but other than that, the Commission does not play a role in the Friends. The Friends received a \$75,000 grant from Verizon, which will be presented this upcoming Friday at a press conference.

Commissioner Williams received two names of potential members from Commissioner Keehn. Commissioner Williams asked the other Commissioners to submit their two names of potential Friends members to her as soon as possible.

Commissioner Williams discussed the coordinator job description for the Friends, and she provided the Commission with a written report of her assessment.

President Shorter thanked Commissioner Williams for her efforts and stressed the importance of the Commission's relationship with other organizations. She stated we should ensure that all organizations are legally and appropriately constituted by law. President Shorter asked if the two individuals who were referred to Commissioner Williams by Commissioner Keehn might be able to participate in the Verizon Press Conference, and if the individuals would serve as officers of the Friends at the time of the press conference, or if their role had been established.

Commissioner Williams replied that the two individuals would be Friends only and not officers. The hope is that the Friends will come together in the first full week of January and vote on their officers. Until then, any member of Friends will only be acting as a member and not an officer.

President Shorter wanted to ensure that there would be members of the Friends to accept the check from Verizon on behalf of the Friends.

Commissioner Williams added that another individual referred to her by Executive Director Taylor-McGhee makes the current number of individuals interested in Friends three.

President Shorter wanted to make sure the Commission was clear on what the reactivation of the Friends would look like and at what point it will be considered to be reactivated. President Shorter wanted to ensure that the monies that the Friends receive from Verizon will be accessible in an appropriate and clear fashion to the Department.

Commissioner Williams stated that the Friends can be reactivated once they have three members which they now have. It is up to the Friends to decide upon officers.

President Shorter asked to have an update as soon as possible as to when officers for the Friends will be voted upon.

Commissioner Tulier suggested that Commissioner Williams continue to serve as the liaison between the Commission and the Friends.

Executive Director Taylor-McGhee informed the Commission that the Department has kept the Friends files current.

President Shorter hoped that Commissioner Marks would be available to elaborate on the recognition of Lateefah Simon. President Shorter asked the other Commissioners if they had any ideas on the recognition and that the issues be revisited at the next meeting.

Commissioner Valerie Tulier provided the Commission with a draft agenda for the annual retreat, which came out of her meeting with Executive Director Taylor-McGhee and Deputy Director Navarrette on Tuesday, December 16, 2003. Commissioner Tulier informed the Commission that the Department staff would be meeting again to discuss ideas for the retreat agenda and asked Commissioners to supply their ideas for the retreat by December 29th.

Commissioner Tulier suggested that the Commission re-visit last year's Strategic Plan to look at the progress, the things that need work along with the parking lot issues. She suggested that Commissioners be provided with protocol visuals and an organizational chart. Commissioner Tulier stressed the importance of prioritizing issues as well as looking at goals and staff responsibilities. She suggested a Commissioner liaison to work with a set issue. For example, Commissioner Murase would work on CEDAW issues.

Commissioner Tulier said that the Commission should be looking at on-going projects as well as future projects. For example, how is the Commission going to proceed with girls issues after the Hearing? Furthermore, Commissioner Tulier suggested assigning each Commissioner to a member of the Board of Supervisors to develop an on-going relationship. Commissioner Tulier also suggested committee development in the areas of Budget and Media/Visibility as examples.

Commissioner Tulier suggested that small group work might be an option for discussion between the Commissioners and staff at the retreat.

Commissioner Tulier asked that each Commissioner submit two priority issues that they want to address at the retreat by Monday, December 29th to Executive Secretary Bernice Casey and to think about issues that they would like to attach themselves to in the upcoming year.

President Shorter asked when the next COSW meeting was going to be held. Executive Director Taylor-McGhee informed the Commission of the regularly scheduled Wednesday, January 28th 2004, Commission meeting and the January 30, 2004, Retreat.

President Shorter asked when the agenda for the retreat needed to be posted.

Ms. Taylor-McGhee informed President Shorter that it must be posted within 15 days.

President Shorter suggested that the Commission meet before the 28th to discuss retreat agenda items. Executive Director Taylor-McGhee said she would contact City Attorney Paula Jesson to double check on times and information on exceptions and would contact the Commissioner with further information via e-mail.

Commissioner Tulier asked the Commission if they wanted to invite last year's facilitator back and if there was a cost for her services.

President Shorter said she would also contact another facilitator and determine whether she would be available for the retreat.

Commissioner Tulier asked where the Commission would get funding for the facilitator and other costs for the retreat.

Executive Director Taylor-McGhee informed the Commission that the funding was provided by the Friends at last year's retreat.

President Shorter asked that capacity building be added to the retreat agenda and that the agenda itself is fleshed out more before the retreat.

Commissioner Murase added Strategic Planning around VAW Programs as an agenda item for the retreat.

m/s/c (Murase/Williams/Unanimous)

Action: To establish retreat agenda

No public comment.

9. NEW BUSINESS-CONTINUED

President Shorter asked if a resolution had been drafted for the Recognition of Mayor Willie L. Brown, Jr.'s contributions on behalf of San Francisco's women and children.

Executive Director Taylor-McGhee commented that she had not received a draft from the Commission.

President Shorter asked if the Commission could vote on the recognition at this time and determine the form of the recognition at a later date.

m/s/c (Murase/Tulier/Unanimous)

Action: To recognize Mayor Willie L. Brown Jr.'s contributions on behalf of San Francisco's women and children.

No public comment.

10. REPORTS

Commissioner Keehn was not available to deliver her report on the Justice and Courage Project.

President Shorter asked if there was someone else available to deliver the report. There was no person available to deliver the report, and President Shorter said it could be moved to the next meeting.

Deputy Director Navarrette commented on the current work of the Justice and Courage Project. Ms. Navarrette said that the sub-committees are working to create more ways to obtain data regarding domestic violence and the total numbers of reported incidents of domestic violence.

No public comment.

11. ANNOUNCEMENTS

Executive Director Taylor-McGhee announced the hiring of Bernice Casey for the Executive Secretary position.

Deputy Director Navarrette announced the proposal for creating a Family Justice Center which would house Law Enforcement and community agencies---a one-stop domestic violence shop. Meanwhile, the Department is partnering with the Mayor's Office of Criminal Justice to submit a proposal to the Department of Justice, which is due in February.

No public comment

12. PUBLIC COMMENT

No public comment.

13. ADJOURNMENT

m/s/c (Tulier/Williams/Unanimous)

Action: President Shorter adjourned the meeting at 7:43 p.m.

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COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Special Meeting

The regularly scheduled January meeting of the Commission to be held on January 28th is being held on a different day, January 15th

Draft Agenda

Thursday, January 15, 2004

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Vice President Juanita Miles

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Angela Williams

Commissioner Valerie Tulier

Commissioner Emily Murase

1. CALL TO ORDER/ROLL CALL

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF MINUTES

ACTION

4 min.

Regular Meeting held Wednesday, December 19, 2003
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4. PRESIDENT'S REPORT

DISCUSSION

2 min.

5. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

10 min.

- Budget Update
- Retreat
- News of Note

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No items have been calendared for the Consent Agenda.

6. OLD BUSINESS

DISCUSSION/ACTION

a. Budget

15 min.

Action: To discuss and take action on the response to the Mayor's Budget Office request for a 5 ½ % budget reduction for Fiscal Year 03-04 and a 7 ½ % contingency reduction for Fiscal Year 04-05.

b. Retreat

Action: To approve agenda for Commission on the Status of Women (COSW) January 30, 2004 retreat

c. Discuss Commission support for SB 689

Commissioner Carolene Marks

5 min.

Explanatory Documents provided at November 19, 2003 COSW Meeting

Action: To approve draft letter of support for SB 689

d. Recognition of Mayor Willie L. Brown, Jr.

Action: To recognize, with a resolution, Mayor Willie L. Brown Jr.'s contributions on behalf of San Francisco's women and girls.

7. NEW BUSINESS

DISCUSSION

a. Legislative Update

Caroline Donnola

5 min.

b. New Mayor and District Attorney Meeting

Commissioner Marks and Keehn

5 min.

Action: To determine the substance of a meeting with the new Mayor and the new District Attorney regarding the work and activities of COSW and DOSW.

8. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

9. ADJOURNMENT

ACTION

2 min.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD).

The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at <http://www.sfgov.org/cosw>.

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(Chapter 67 of the San Francisco Administrative Code)

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City & County of San Francisco Commission on the Status of Women

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CAROLINE MARKS
Commissioner

EMILY MURASE
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Special Meeting

Minutes

Thursday, January 15, 2004

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

DOCUMENTS DEPT.

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Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Vice President Juanita Miles
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Valerie Tulier
Commissioner Angela Williams

Staff Present

Belle Taylor-McGhee, Executive Director
Rosario Navarrette, Deputy Director
Caroline Donnola, Senior Policy Analyst
Carol Sacco, Policy Analyst
Justine McGonagle, Justice & Courage Coordinator
Bernice Casey, Executive Secretary

1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:05 p.m.

Commissioner Tulier arrived at 5:50 p.m.

No public comment.

2. ADOPTION OF AGENDA

m/s/c (Miles/Marks/Unanimous)

Action: Adopted amended agenda for the Thursday, January 15, 2004 Special Meeting.

No public comment.

3. APPROVAL OF MINUTES

President Shorter asked the minutes to be changed to reflect the Commission members in attendance at the December 17, 2003 Meeting in the Closed Session.

m/s/c (Miles/Marks/Unanimous)

Action: Approved the corrected minutes from the Wednesday, December 17, 2003, Regular Meeting.

No public comment.

4. PRESIDENT'S REPORT

President Shorter welcomed everyone to the meeting and wished them a happy New Year. She reminded and invited everyone to the Commission Retreat on Friday, January 30, 2004.

No public comment.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Belle Taylor-McGhee also extended an invitation to the Commission Retreat. The Retreat will be held at Golden Gate Park, County Fair Buildings, Garden Room. The space is reserved from 8:00 a.m. until 6:00 p.m. to allow time for set-up and clean-up. The Retreat is scheduled from 9:00 a.m. until 5:00 p.m. with the last hour set aside for the Closed Session. Baillee Serbin of Serbin Associates has agreed to facilitate the Retreat for the second year in a row. Commissioner Tulier, Ms. Serbin, and Deputy Director Rosario Navarrette will meet with the Executive Director on Friday, January 16, 2004, to finalize the Retreat Agenda. Executive Director Taylor-McGhee thanked Commissioner Tulier for her assistance in developing the Retreat Agenda and also thanked all the Commissioners who made contributions to the agenda process.

At the end of the year, Mayor Brown asked a handful of departments to submit an overview of their department to both him and then Mayor-elect Newsom. The Commissioners have been provided with a copy of that report in their packets.

On Monday, January 5, 2004, Executive Director Taylor-McGhee participated in a KALW CITY VISION program titled, "Exploring the Pro-Choice Movement" with Jennifer Parker of ACCESS and Kathy Kneer of Planned Parenthood Affiliates of California.

Policy Analyst Carol Sacco attended a panel discussion in Sacramento on "Gender Matters: Promoting Mental Health for Girls and Women" on Monday, January 16, 2004. The half-day session provided an opportunity to network with advocates from all over the state. Ms. Sacco said she would present a report on the panel discussion at the Retreat.

On the same day, members of DOSW staff and the Executive Director also met with fifteen representatives from the All-China Women's Federation. The Department was very impressed with the work they are doing on CEDAW and domestic violence. The Federation does not have shelters for victims of domestic violence, but it is beginning nation-wide hotline programs.

On January 13, 2004, Senior Policy Analyst Caroline Donnola attended The San Francisco Elder Abuse Multi-disciplinary Team meeting (MDT) on behalf of the Department. Senior Policy Analyst Caroline Donnola informed the Commission that the meeting provided an opportunity to meet with representatives from organizations that specialize in work with the elderly. The meeting dealt with specific cases of elder abuse. She suggested the Commission may want to continue a relationship with the organization since two-thirds of elder abuse victims are women.

Over the next few weeks, Executive Secretary Bernice Casey and Deputy Director Rosario Navarrette will be working on expanding the job library and phone service provided by the Department. The Department will be sending out requests to over 1000 businesses asking for job listings to be sent to the Department to expand the job library. In February, the Department will begin logging phone calls from the public making requests to develop a quantitative measurement of public service provided.

The Executive Director reminded the Commission of the National Association of Commissions for Women (NACW) conference in Pasadena on July 15 and 16. The NACW is requesting workshop proposals for the conference, which has been outlined and submitted to the Commission in their packets. The Executive Director asked Commissioners to submit their ideas for a workshop to Executive Secretary Bernice Casey by January 23, 2004, so that a submission may be outlined for their approval at the Retreat. Ms. Taylor-McGhee suggested that the Commission use the opportunity to discuss CEDAW.

The Executive Director informed the Commission that, as discussed at the last COSW meeting, the economic forecast for the current fiscal year and next fiscal year continues to be gloomy. She referred them to their packets, which contained recent budget instructions from the Mayor's Budget Office, along with three separate scenarios prepared by the Department to meet the requests of the Mayor.

Executive Director Taylor-McGhee reviewed the impact of last year's (Fiscal Year 02-03) \$72,000.00 cut. The Mayor's Budget Office is requesting a 7 ½ % contingency plan from all City departments for this year (Fiscal Year 03-04). In February, the Department has been asked to submit a 5 ½ % contingency plan for Fiscal Year 04-05. The 7 ½ % contingency plan represents a reduction of \$180,000.00 and the 5 ½ % plan represents a \$123,000.00 cut. Due to the current budget and past cuts, the Department would have to apply any further cuts directly to the funded programs or cut staff. Executive Director Taylor-McGhee reviewed all three reduction scenarios with the Commission.

President Shorter asked the Executive Director to clarify the third scenario.

Commissioner Keehn asked the Executive Director what her recommendation was regarding the budget.

The Executive Director informed the Commission that all cuts would directly affect the funded programs and that the scenarios submitted for their approval would take monies from the programs. The Executive Director proposed the first scenario.

Commissioner Miles asked what would happen if the Commission didn't choose any of the scenarios.

The Executive Director explained that the process has just begun and includes the same steps as last year, including meeting with the Board of Supervisors, the Mayor's Office and the Budget Committee. The Commission can make the choice of how it wants to proceed, but the Department has to submit a proposal to the Budget Office on January 16, 2004.

Commissioner Marks asked for clarification about what institutions will be funded in the next funding cycle or if we will be funding different organizations.

Executive Director Taylor-McGhee said that the Department is not at that point in the funding process yet. Moreover, the agencies which currently receive funding may or may not be the same agencies which are funded in the next cycle.

Executive Director Taylor-McGhee informed the Commission that Budget Analyst Noelle Simmons from the Mayor's Budget Office was at the meeting and encouraged the Commission to ask Ms. Simmons clarifying questions.

Commissioner Keehn asked if the next three-year funding cycle was starting in 2004.

Executive Director Taylor-McGhee informed the Commission that the next cycle for Fiscal Year 2004-2005 would begin in July of 2004.

Commissioner Keehn asked if the Commission was locked into future funding of the VAW programs based on any budget cuts approved today.

Budget Analyst Simmons informed the Commission that the Mayor's Budget Office was concerned with total dollar amounts, not the amount allotted per agency.

Commissioners Keehn and Shorter asked for further clarification about how the contingency plans should be submitted and if the Department needed to submit one of the formatted proposals or could instead submit a letter.

They also asked if submitting a proposal gives the Commission less room to negotiate for no cuts or cuts in a lesser amount.

Ms. Simmons informed the Commission that there was not room to negotiate for a lesser amount.

Commissioner Keehn motioned that the Commission not approve the budget.

Commissioner Marks seconded the motion.

City Attorney Paula Jesson reminded the Commission that they were under the Executive Director's Report and had not reached that action item.

Commissioner Marks asked if the Department and Commission could cut down on other expenditures instead of the funded programs.

Executive Director Taylor-McGhee replied that the Department had made all feasible cuts and that further cuts would result in less staff.

Commissioner Miles asked what would happen if the Department and the Commission did not make any cuts.

Ms. Simmons informed the Commission that the Budget Office is legally required to submit a balanced budget to the Board of Supervisors by June 1, 2004.

The Commission discussed strategies that were used last year to prevent budget cuts.

Commissioner Miles asked Ms. Simmons if the City is in better or worse shape now as compared to last year.

Ms. Simmons said that would be hard for her to say based on the new make-up of the Mayor's Office and the Budget Committee.

Commissioner Williams asked about the size of budget cuts citywide.

Ms. Simmons said the current projection was \$275 million for next year.

Commissioner Marks asked what the impact of the State budget would be on the City.

Ms. Simmons said that the City currently did not know what those cuts would be based on the Governor's budget plan; those cuts would cost the City 100 million dollars.

President Shorter thanked Ms. Simmons for her information.

Executive Director Taylor-McGhee wanted to make sure that the Commission knew that in addition to current contingency plans, the Mayor's Budget Office was asking for a 15% contingency plan to be submitted in February, bringing the total budget cuts for Fiscal Year 2004-05 to nearly a half million dollars.

President Shorter asked for public comment.

Beckie Masaki from the Asian Women's Shelter thanked the Commission for its stand last year. Ms. Masaki recommended no budget cuts for the current and future years stating that the lives of battered women depend on these monies. The Domestic Violence Consortium is helping to coordinate a meeting with the larger community to mobilize and wants to work closely with the Commission to send a message to the new Mayor and the Board of Supervisors that services to women who are victims of violence cannot be cut. She stated that the Asian Women's Shelter finances are already stretched thin.

Nina Jusuf from San Francisco Women Against Rape (SFWAR) spoke about the uniqueness of each program in San Francisco which helps women who are victims of violence. She said the burden is on the agencies to continue to provide services to these women. Ms. Jusuf suggested a two-prong approach: 1) that the agencies work with the Commission to ensure that monies are not removed from the current budget and 2) to work together to find new sources of funding. Ms. Jusuf concurred with Ms. Masaki that agencies are already stretched thin and any further cuts would be devastating.

Beverly Upton from the San Francisco Domestic Violence Consortium thanked the Commission for its courage. Ms. Upton proposed working together with the Department and the Commission to identify a group of funders to replace monies or add to monies due to increased needs and decreased monies. Ms. Upton identified some strong supporters of domestic violence programs in City Hall: Mayor Newsom, Supervisor Ma and Supervisor Daly. Ms. Upton encouraged everyone to build on the success of last year.

Commissioner Keehn informed the Commission that one of Mayor Newsom's twenty-one policy points is on domestic violence, and that his priority is to implement the Justice and Courage Report.

Kathy Black from La Casa de las Madres stated that the actions taken in the next few months will be an investment in the future. She urged everyone to fight the budget cuts, especially because there are no new sources of funding. She said La Casa would like to be at the table when there are meetings with City officials to ensure that funding is not cut from the Department. Ms. Black concurred with Ms. Upton and believes that there needs to be a strong movement to go after private sources to fund programs, and she offered her agency's and her own personal experience towards that endeavor. In November 2003, La Casa operated at 105% capacity, which means that there were more women than funded beds. She stated that this is just one example of the increase in demand for services and the need for funding.

Commissioner Keehn asked for similar statistics to be provided to the Commission so that the information can be utilized when lobbying the Board and the Mayor's Office.

Commissioner Miles acknowledged the speakers and thanked them for their continued support.

President Shorter thanked the speakers for their leadership in the community.

Commissioner Tulier asked the community to go forward and speak their voice as one approach to stopping these budget cuts.

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

No items have been calendared for the Consent Agenda.

6. OLD BUSINESS

President Shorter asked if there were any more comments regarding the budget and the action item listed.

Executive Director Taylor-McGhee corrected the language of the action item to reflect a 7 ½ % budget reduction for Fiscal Year 03-04 and a 5 ½ % contingency reduction for Fiscal Year 04-05.

Commissioner Miles asked Commissioners if they were still going to give direction to the Department about what proposal will be submitted, regardless of how they voted on the action item.

President Shorter said that process would take place.

Commissioner Marks asked for clarification regarding the reduction for fiscal year, 2003-2004.

Executive Director Taylor-McGhee explained that these were mid-year budget cuts.

Commissioner Tulier discussed strategies employed last year.

Commissioner Miles asked if the Commission would direct Ms. Taylor-McGhee as to which response she should submit to the Mayor's Budget Office.

President Shorter suggested that the Commission discuss the strategies they employed last year headed by Commissioner Keehn and to decide if those would be the same strategies used this year. Ms. Shorter emphasized that the strategy, not the selection of the budget scenario, should be the action item on which the Commission votes.

Commissioner Keehn moved that the Commission not approve the proposed budget cuts in the same way they did last year.

President Shorter seconded the motion.

Public Comment.

Beverly Upton asked for clarification about mid-year cuts.

Executive Director Belle Taylor-McGhee informed the Commission that the Department has already given the Mayor's Budget Office \$60,000.00, which was Phase I of the cuts. The \$180,000.00, would make up Phase II of the contingency plan, and the \$123,000.00 represents a 5 ½ % contingency plan for Fiscal Year 04-05.

Ms. Upton asked again if there was a guarantee that the \$180,000.00 would not be removed from the budget.

Executive Director Taylor-McGhee stated that there were no guarantees.

Commissioner Marks asked if the funding had already been allocated to the agencies, or if the funding was allocated on a monthly basis.

Executive Director Taylor-McGhee informed the Commissioner that the Department pays agencies upon receipt of invoices. She stated she had asked the Mayor's Budget Office what would happen if the monies had already been encumbered by the agencies before the budget was cut. The answer was that the City can take those monies even after the expenses have been incurred and the City will do so if needed.

Commissioner Marks asked for further clarification on how the Department pays the agencies.

Commissioner Marks asked how often that process [of paying the agencies] happens.

Deputy Director Rosario Navarrette explained that the City requires the Department to pay costs that have already been incurred and that the Department pays the agency for monies they have already spent.

Commissioner Keehn asked if that meant that the agency would have already spent the money by the time the Department informs them that there is no money for repayment [due to budget cuts].

Deputy Director Navarrette said that is possible.

Commissioner Keehn asked if most non-profits had a fall-back if funding was suddenly not available.

President Shorter said that a cushion was not possible for all agencies.

Commissioner Keehn asked the four agencies present if they had such a cushion.

Public Comment

Ms. Masaki said that her shelter and most other shelters get monies from government agencies or funders that require that costs be encumbered before they can be reimbursed. She stated his could use up any cushion quickly if those reimbursements were not received.

Ms. Black said she raises 50% of La Casa's budget privately, and that those monies are usually earmarked for specific purposes and cannot be used for other purposes, or as a cushion.

Ms. Upton spoke about the smaller agencies that are not represented at this meeting. She said many do not have cushions, and that budget cuts would impact these agencies on day one.

President Shorter asked Commissioners if they were ready to proceed with the vote.

m/s/c (Keehn/Shorter/Unanimous)

Action: To not approve the budget as the Commission did last year.

The Commission voted not to take action on the response to the Mayor's Budget Office request for a 7 ½ % budget reduction for Fiscal Year 03-04 and a 5 ½ % contingency reduction for Fiscal Year 04-05.

Executive Director Taylor-McGhee asked the Commission for direction on what she should present to the Mayor's Office the following day since, as the Department head, she is under an obligation to submit a response.

Commissioner Miles asked how it was handled last year.

Commissioner Keehn said that last year the Department submitted one scenario along with a letter from the President of the Commission.

The Executive Director said there still needs to be a scenario presented in order to make responsible decision about what needs to be cut.

Commissioner Williams asked when the Department would know if any cuts would be made.

Executive Director Taylor-McGhee explained that the information would unfold in the next few months.

Commission Tulier asked the community to fax in letters in support of no budget cuts for the Department.

Commissioner Keehn asked for a timeline for the upcoming budget milestones.

Commissioner Miles asked if the President and the Executive Director would be meeting the following morning to discuss what would be submitted that day.

President Shorter confirmed.

Deputy Director Navarrette informed the Commission that the timeline was provided in last month's December 17, 2003 COSW Meeting Commission packets.

President Shorter asked how many dates are provided in the timeline.

Deputy Director Navarrette reviewed the dates with the Commission.

Commissioner Keehn asked if the budget could be discussed at the Retreat.

Executive Director Taylor-McGhee confirmed that the budget was on the Retreat agenda. She asked Ms. Simmons if a letter would suffice in response to the request for a contingency plan.

Ms. Simmons stated that the Budget Office was expecting a contingency plan from the Department.

Commissioner Keehn asked what would happen if a scenario was not submitted, and whether the Budget Office would decide where the monies would be cut, or if the Department would still be able to make that decision.

Ms. Simmons reiterated the 7 ½ % contingency plan was due the next day, and that at this time, it is highly unlikely that those monies would be taken from the departments. However, if the monies were needed and a plan had not been submitted, the Budget Office, not the Department, would decide where those monies would come.

Commissioner Keehn asked for further clarification about what needs to be submitted.

Executive Director asked Ms. Simmons if the Department would be out of compliance if it did not respond to the instruction from the Mayor.

Ms. Simmons suggested that the question would be better answered by the City Attorney.

Commissioner Keehn discussed the Commission's role in directing the Executive Director.

Executive Director Taylor-McGhee clarified her directive from the Commission. She confirmed that she would be contacting President Shorter in the morning to construct a letter to the Mayor's Office with either an attached scenario or without a scenario.

President Shorter thanked Ms. Simmons on behalf of the Commission and asked if there was any further public comment.

President Shorter asked the Commission to think about foregoing the City stipend of \$25.00 allotted to them for their service as Commissioners. Ms. Shorter challenged other Commissions to look at that cost as well.

Commissioner Miles asked that the discussion be calendared for the February COSW meeting.

Commissioner Tulier asked the Commissioners to look at the Retreat agenda provided in the packets while she reviewed it with them.

Commissioner Marks complimented Commissioner Tulier and suggested a timeline for the Retreat. She asked for further clarification on the agenda's reference to the Targeted Services section of VAW Programs.

Commissioner Keehn said she had asked that there be a discussion about the need to provide targeted services for Latinas and African-Americans.

Commissioner Marks asked that the lesbian community be added to that discussion and asked if Commissioner Tulier could speak with her about other suggestions not currently on the agenda.

Commissioner Tulier agreed to contact her.

Commissioner Miles asked the Commission to look at the number of goals listed in the Strategic Plan and to determine whether the goals can be met. Commissioner Miles suggested that the Commission decide what the top priorities are and focus on those. She suggested that the goals be pared down so that the Commission and Department can be effective.

Commissioner Williams suggested that the facilitator's services be used to help prioritize goals at the Retreat.

Commissioner Keehn reminded the Commission that the Executive Director comes back to the Commission once they submit their goals and lets them know what actions can be taken throughout the year by the Department. Commissioner Keehn asked for further clarification about the small groups.

Commissioner Tulier said that the small groups would be worked out with the facilitator and asked the Commission what they would like to see in the group discussions. The small group gives everyone a chance to say what they want to say and come back to recap to the larger group.

Commissioner Miles asked about the time constraint.

The Commission discussed what they could accomplish in the time allotted.

Commissioner Tulier asked if the Commission wanted a working lunch.

Commissioner Keehn asked for further clarification on the small groups.

Commissioner Tulier said the small groups would provide an opportunity for Commissioners, staff and the public to rotate and to come together for a larger discussion.

Commissioner Keehn asked what other Commissioners thought about the small groups.

President Shorter expressed concerns about the continuity of small groups and the possibility of lost information. She said, however, that it is important for each of the Commissioners to be involved in the overall process. She stressed the importance of allotting time for that group discussion.

Commissioner Williams asked that Economic Development be added to the Retreat agenda.

Executive Director Taylor-McGhee reminded the Commission that the Strategic Plan is a living document and there is always room for changes over the year. Executive Director Taylor-McGhee asked that when the Commission advocates on behalf of the funded programs that they also advocate for the Department.

Commissioner Williams asked if the Commissioners would have homework for the Retreat.

Commissioner Tulier said she would get back to the Commissioners after she met with the facilitator.

Commissioner Keehn asked where the budget appeared on the agenda and asked that it be added to the agenda in order to prepare for the February 20 budget deadline.

Executive Secretary Bernice Casey asked the Commission to look at the agenda and to let her know if she should add any additional action items.

Commissioner Keehn asked that action items be added to the budget, VAW programs and CEDAW.

President Shorter recommended that an action item be placed in each area of the agenda.

City Attorney Paula Jesson informed the Commission of the necessary language.

The Commission agreed to a brown-bag lunch for the Retreat. Commissioner Keehn agreed to donate bagels and water for the Retreat.

Commissioner Keehn motioned that the agenda be approved with the changes noted.

m/s/c (Keehn/Williams/Unanimous)

Action: Approved agenda for Commission on the Status of Women (COSW) January 30, 2004 retreat.

No public comment.

President Shorter thanked Commissioner Tulier and the Department staff for their hard work on the agenda.

Commissioner Marks recognized Aileen Hernandez's presence at the meeting and asked if Ms. Hernandez would be able to speak to the Commission later in the meeting.

Commission Marks moved to postpone voting on the Commission support for SB 689 based on new information that had been provided to her. She suggested that the item be moved to the February meeting so that time could be allotted to speak with the Breast Cancer Fund, which had requested the Commission's support.

Senior Policy Analyst Donnola briefed the Commission on information that she gathered from other organizations.

Commissioner Keehn asked who the author of the bill was and who brought it to the Senate.

Ms. Donnola informed the Commission that it was brought to Senator Oritz by the Breast Cancer Fund and suggested getting feedback from organizations for and against the legislation to present at the next COSW meeting.

The action item was postponed until the February COSW Meeting.

President Shorter reviewed the recognition of Mayor Willie L. Brown, Jr.

Commissioner Miles directed the Commission to review the recognition supplied in their packets.

m/s/c (Williams/Marks/Unanimous)

Action: Recognized, with a resolution, Mayor Willie L. Brown Jr.'s contributions on behalf of San Francisco's women and girls.

Commissioner Miles circulated the resolution so that each Commissioner could sign.

Commissioner Keehn was excused.

No public comment.

7. NEW BUSINESS

Senior Policy Analyst Donnola suggested that the Commission look at the California Budget Project web-site to get a good summary of the budget cuts. She also informed the Commission of the massive cuts being proposed in childcare. Additionally, she informed the Commission of a proposal to transfer authority of certain immigrant programs from the State to a local level which can result in these programs being cut or eliminated. She reviewed other legislation before the Senate, including the Tell A Parent Initiative, requiring a girl under the age of 18 to have at least one parent's permission before receiving an abortion.

No public comment.

Commissioner Marks emphasized the importance of stressing the money savings to the City by supporting the VAW programs. She asked for input from the Commission on how to do this for the Mayor and the District Attorney and that the Commission should not wait too long before approaching the Mayor and the District Attorney.

Executive Director Taylor-McGhee reminded the Commission of the importance of the relationship with the District Attorney in regards to the Justice and Courage Project. She said that the Department would set up a meeting with the Mayor and the District Attorney.

President Shorter asked that a meeting with the Mayor be arranged before the Retreat. She asked if there was a cost benefit aspect of the Justice and Courage Report in implementing these policies.

Executive Director Taylor-McGhee informed the Commission that there was not a cost benefit analysis to the Report. She further stressed the importance of evaluating all programs supported by the Department.

Deputy Director Navarrette informed the Commission that Mayor Newsom's stance on domestic violence grows out of the Justice and Courage work.

President Shorter asked that the Department pull together some cost benefit analysis of Justice and Courage and other Department endeavors. The cost analysis is necessary to present to the Mayor and the Board of Supervisors. If resources are limited at the Department to do the research, President Shorter suggested a graduate student or other agencies might be able to assist. Cost benefit analysis is necessary to negotiate successfully.

Executive Director Taylor-McGhee asked President Shorter to recommend people who could assist.

President Shorter asked that a preliminary analysis to be put together.

Executive Director Taylor-McGhee said she did not think this could be done in time for the meeting with the Mayor.

The Commission discussed other ideas for the meeting with the Mayor.

Executive Director Taylor-McGhee suggested meeting with the Mayor as soon as possible, and that she would inform President Shorter and Vice President Miles of the soonest appointment possible with the Mayor.

m/s/c (Marks/Williams/Unanimous)

Action: Agreed to meet with the new Mayor and the new District Attorney regarding the work and activities of COSW and DOSW.

No public comment.

Commissioner Marks suggested that if other Commissioners want to attend the meeting that they would be able to do so as long as there was not a quorum.

8. PUBLIC COMMENT

Aileen Hernandez, the Chair of the California Women's Agenda, gave some background about her organization. The Women's Intercultural Network has been working with women in Fremont who are representatives of the Afghan community. A group of Afghanistan women have been invited to attend a forum. Ms. Hernandez asked the Commission if they wanted to support the March forum, and she invited the Commission to attend a preview of *Iron Jawed Angels*, a film about the women's suffrage movement in the United States on Thursday, January 29, 2004, at the Palace of Fine Arts. Ms. Hernandez expressed her hopes that the Commission, the Department and the California Women's Agenda would have the opportunity to work together more often.

Commissioner Marks said she hoped the Commission would support the Afghanistan forum.

President Shorter asked that Ms. Hernandez be added to the February agenda.

Commissioner Tulier suggested that the item be discussed at the Retreat under the calendaring section.

Commissioner Miles invited Ms. Hernandez to the upcoming NACW and AACW Conferences in July.

9. ADJOURNMENT

m/s/c (Marks/Williams/Unanimous)

Action: The meeting was adjourned at 7:47 p.m.

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resident

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Vice President

DORKA KEEHN
Commissioner

CAROLINE MARKS
Commissioner

MILY MURASE
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS-COFIELD
Commissioner

Agenda

COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco NOTICE OF CANCELLED MEETING

The regularly scheduled January 28, 2004 meeting
of the Commission on the Status of Women
has been canceled.

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01/28/04

Page 1 of 2

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VALERIE TULIER
Commissioner

ANGELA WILLIAMS
Commissioner

= Agenda

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

NOTICE OF SPECIAL MEETING

Friday, January 30, 2004

County Fair Building, Garden Club Room
9th Avenue and Lincoln Way, Golden Gate Park
San Francisco, California

9:00 a.m.-5:00 p.m.

San Francisco, CA

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Juanita Miles

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Angela Williams

Commissioner Valerie Tulier

Commissioner Emily Murase

1. CALL TO ORDER/ROLL CALL

ACTION

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF THE MINUTES

ACTION

2 min.

Special Meeting held Thursday, January 15, 2004

Explanatory Document - Draft Minutes

CONSENT AGENDA

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No items have been calendared for the Consent Agenda.

4. RETREAT AGENDA

DISCUSSION/ACTION

I. Icebreaker

Facilitator Baillee Serbin

5 min.

II. Executive Director's Report

Executive Director Belle Taylor-McGhee

III. Review of Last Year's Strategic Plan: Accomplishments & Works in Progress

10 min.

Deputy Director Rosario Navarrette & Commissioner Valerie Tulier

- IV. Strategic Plan Facilitator Serbin
 The attendees at the Special Meeting will break down into small discussion groups to brainstorm about each area and re-group at the end of the session to report back.
- A. VAW Programs
 - 1. Contract compliance, cultural competency and capacity building
 - 2. Next three year funding cycle
 - 3. Targeted services for Latinas and African-Americans
 - B. CEDAW
 - 1. Five-year Action Plan
 - 2. Using CEDAW as the umbrella for all COSW/DOSW work
 - C. Girls
 - 1. Examining CEDAW framework on Girls Issues
 - 2. Examining the disproportionality in the San Francisco foster care and juvenile justice systems
 - D. Justice and Courage Project

Action: To approve the 2003-2004 goals of the Justice and Courage Project

- E. Coalition Building/Networking

V. Communications between the Commission and the Department

- A. COSW Meetings Facilitator Serbin & Commissioner Tulier
 - 1. Preparedness
 - 2. Accountability

Action: To discuss and approve the COSW Meeting Calendar

Action: To set a date for the next retreat

- B. Roles and Responsibilities Facilitator Serbin & Commissioner Tulier.

- 1. Internal Relations
 - a. Increasing Resources for the Department
 - 1. Contacts
 - 2. Capacity Building
 - b. Commissioner Assignments
 - 1. Communication between COSW, the Executive Committee and COSW liaisons

Action: To assign each Commissioner to one or more areas of the Strategic Plan

- 2. External Relations
 - a. DOSW's relationship to the Mayor and the City
 - b. Board of Supervisors
 - c. Friends of the Commission on the Status of Women

Action: To assign each Commissioner to one or more Supervisors to build an on-going relationship in support of the Department's work on women and girls

Action: To approve a Workshop Proposal for the NACW Conference

5. CLOSED SESSION

DISCUSSION/ACTION

- a. Public Comment on all matters pertaining to the Closed Session
- b. Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Public Employee Performance Evaluation: Executive Director Belle Taylor-McGhee
- c. Disclose any or all discussions

Action: Vote to elect whether to discuss any or all discussions held in closed session (San Francisco Administrative Code Section 67.12 a.)

6. PUBLIC COMMENT

DISCUSSION

5 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

7. ADJOURNMENT

ACTION

5 min.

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Special Meeting

The regularly scheduled January meeting of the Commission to be held on January 28th is being held on a different day, January 15th.

Draft Amended Agenda
Thursday, January 15, 2004
5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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01-08-04 FOR INFO

Roster:

President Andrea Shorter

Vice President Juanita Miles

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Angela Williams

Commissioner Valerie Tulier

Commissioner Emily Murase

1. CALL TO ORDER/ROLL CALL

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF MINUTES

ACTION

4 min.

Regular Meeting held Wednesday, December 19, 2003
Explanatory Document - Draft Minutes

4. PRESIDENT'S REPORT

DISCUSSION

2 min.

5. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

10 min.

- Budget Update
- Retreat
- News of Note

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No items have been calendared for the Consent Agenda.

6. OLD BUSINESS

DISCUSSION/ACTION

a. Budget

15 min.

Action: To discuss and take action on the response to the Mayor's Budget Office request for a 5 ½ % budget reduction for Fiscal Year 03-04 and a 7 ½ % contingency reduction for Fiscal Year 04-05.

b. Retreat

Action: To approve agenda for Commission on the Status of Women (COSW) January 30, 2004 retreat.

c. Discuss Commission support for SB 689

Commissioner Carolene Marks

5 min.

Explanatory Documents provided at November 19, 2003 COSW Meeting

Action: To discuss whether to endorse SB689.

d. Recognition of Mayor Willie L. Brown, Jr.

Action: To recognize, with a resolution, Mayor Willie L. Brown Jr.'s contributions on behalf of San Francisco's women and girls.

7. NEW BUSINESS

DISCUSSION

a. Legislative Update

Caroline Donnola

5 min.

b. New Mayor and District Attorney Meeting

Commissioner Marks and Keehn

5 min.

Action: To determine the substance of a meeting with the new Mayor and the new District Attorney regarding the work and activities of COSW and DOSW.

8. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

9. ADJOURNMENT

ACTION

2 min.

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COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Agenda

NOTICE OF SPECIAL MEETING
Friday, January 30, 2004
County Fair Building, Garden Club Room
9th Avenue and Lincoln Way, Golden Gate Park
San Francisco, California
9:00 a.m.-5:00 p.m.
San Francisco, CA

Accessible by the MUNI Metro N Judah and the 71-Haight-Noreiga Bus

Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter
Vice President Juanita Miles
Commissioner Dorka Keehn
Commissioner Carolene Marks

Commissioner Angela Williams
Commissioner Valerie Tulier
Commissioner Emily Murase

1. CALL TO ORDER/ROLL CALL

ACTION

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. APPROVAL OF THE MINUTES

ACTION

2 min.

Special Meeting held Thursday, January 15, 2004
Explanatory Document - Draft Minutes

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No items have been calendared for the Consent Agenda.

4. RETREAT AGENDA

DISCUSSION/ACTION

I. Icebreaker

Facilitator Baillee Serbin 9:15-9:30 a.m.

II. Executive Director's Report

9:30-9:45 a.m.

Executive Director Belle Taylor-McGhee

III. Review of Last Year's Strategic Plan: Accomplishments & Works in Progress

9:45-10:15 a.m.

Deputy Director Rosario Navarrette & Commissioner Valerie Tulier

BREAK

10:15-10:30 a.m.

IV. Strategic Plan

Facilitator Serbin

10:30-12:00 p.m.

The attendees at the Special Meeting will break down into small discussion groups to brainstorm about each area and re-group at the end of the session to report back.

Small Working Groups Sessions

Session I 10:35-11:05 a.m.

Session II 11:10-11:40 a.m.

A. VAW Programs

Commissioner Tulier

1. Contract compliance, cultural competency and capacity building
2. Next three year funding cycle
3. Targeted services for Latinas, African-Americans and Lesbians

Action: To approve VAW Program guidelines

B. CEDAW

Commissioner Murase

1. Five-year Action Plan
2. Using CEDAW as the umbrella for all COSW/DOSW work

Action: To use CEDAW as the umbrella for all COSW work

C. Girls

Commissioner Shorter

1. Examining CEDAW framework on Girls Issues
2. Examining the disproportionality in the San Francisco foster care & juvenile justice systems
3. Develop next steps

Action: To develop goals around girls' issues for COSW

D. Justice and Courage Project

Commissioner Keehn

Action: To approve the 2003-2004 goals of the Justice and Courage Project

E. Coalition Building/Networking

Commissioner Miles

Action: To approve a Workshop Proposal for the NACW Conference

F. Economic Development/Leadership

Commissioner Williams

G. Health

Commissioner Marks

Small Group Report backs 11:45-12:00 p.m.

H. Budget

12:00-12:30 p.m.

Full group discussion

Action: To organize support for no budget reduction in the current fiscal year and Fiscal Year 2004-2005.**LUNCH**

12:30-1:00 p.m.

V. Communications between the Commission and the Department

1:00-3:00 p.m.

A. Roles and Responsibilities

1:00-1:45 p.m.

Facilitator Serbin & Commissioner Tulier

1. Internal Relations

a. Increasing Resources for the Department

1. Contacts and Capacity Building

Commissioner Shorter

b. Protocol Flow Chart

Commissioner Tulier

c. Commissioner Assignments

1. Communication between COSW, the Executive Committee and COSW liaisons

2. Develop working committees

Action: To assign each Commissioner to one or more areas of the Strategic Plan

2. External Relations

a. DOSW's relationship to the Mayor and the City

b. Board of Supervisors

c. Friends of the Commission on the Status of Women

Action: To assign each Commissioner to one or more Supervisors to build an on-going relationship in support of the Department's work on women and girls

1. Preparedness
2. Accountability

Action: To discuss and approve the COSW Meeting Calendar

Action: To set a date for the next retreat

- VI. Wrap-up
Summarize day and address parking lot issues

Facilitator Serbin

2:30-3:00 p.m.

5. CLOSED SESSION

DISCUSSION/ACTION

30 min.

- a. Public Comment on all matters pertaining to the Closed Session
- b. Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Public Employee Performance Evaluation: Executive Director Belle Taylor-McGhee
- c. Disclose any or all discussions

Action: Vote to elect whether to discuss any or all discussions held in closed session

(San Francisco Administrative Code Section 67.12 a.)

6. PUBLIC COMMENT

DISCUSSION

5 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

7. ADJOURNMENT

ACTION

5 min.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products.

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The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at <http://www.sfgov.org/cosw>.

Know Your Rights under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact Donna Hall, Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854, email: Donna.Hall@sfgov.org. Copies of the

Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

Attention: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Campaign & Governmental Conduct Code § 2.100 – 2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 30 Van Ness Ave., Suite 3900, San Francisco, CA 94102; phone: 415-581-2300, fax: 415-581-2317 and web site <http://www.sfgov.org/ethics>.

Lobbyist Registration and Reporting Requirements

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City & County of San Francisco Commission on the Status of Women

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JUANITA MILES
Vice President

DORKA KEEHN
Commissioner

CAROLINE MARKS
Commissioner

EMILY MURASE
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco ≡ Minutes

NOTICE OF SPECIAL MEETING

Friday, January 30, 2004

County Fair Building, Garden Club Room
9th Avenue and Lincoln Way, Golden Gate Park
San Francisco, California

9:00 a.m.-5:00 p.m.

San Francisco, CA

Accessible by the MUNI Metro N Judah and the 71-Haight-Noreiga Bus

Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Vice President Juanita Miles
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Emily Murase
Commissioner Valerie Tulier
Commissioner Angela Williams

Staff Present

Belle Taylor-McGhee, Executive Director
Rosario Navarrette, Deputy Director
Bernice Casey, Executive Secretary
Caroline Donnola, Senior Policy Analyst
Justine McGonagle, Justice & Courage Coordinator
Carol Sacco, Policy Analyst
Winnie Xie, Grants Administrator

1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 9:12 a.m. She welcomed and thanked everyone for attending.

DOCUMENTS DEPT.

Roll call. All Commissioners present.

No public comment.

MAY 18 2004

2. ADOPTION OF AGENDA

m/s/c (Miles/Marks/Unanimous)

Action: Adopted agenda for the COSW Retreat, Friday, January 30, 2004.

No public comment.

3. APPROVAL OF THE MINUTES

m/s/c (Miles/Marks/Unanimous)

Action: Approved Minutes from the COSW Special Meeting held Thursday, January 15, 2004.

No public comment.

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

No items have been calendared for the Consent Agenda.

4. RETREAT AGENDA

President Shorter welcomed everyone again and introduced the facilitator, Ms. Baillee Serbin of Serbin and Associates.

I. Icebreaker

Ms. Serbin gave some background about herself and her organization. Ms. Serbin conducted some icebreaker exercises.

II. Executive Director's Report

Executive Director Belle Taylor-McGhee complemented staff and discussed the team approach being utilized by the Department on the Status of Women (DOSW) due to shrinking resources.

Ms. Taylor-McGhee stressed the Department's dedication to the clients served by the Violence Against Women (VAW) Programs and a continued effort by the Department and the funded agencies to provide culturally sensitive customer assistance. The Executive Director discussed working with La Casa de las Madres to ensure there was no ambiguity around the policies and processes being used at La Casa. She said that this in turn gave way for an opportunity to work with Assemblymember Leeland Yee to pass legislation prohibiting agencies from using children as translators if they receive state funding. The Executive Director was asked to testify before the California State Assembly on this subject. Executive Director Taylor-McGhee reviewed the past meetings with San Francisco Women Against Rape (SFWAR) to ensure a clear understanding of their contract with the City. Monies provided by the City had to be used in ways outlined in the contract and that political activities were not, in eyes of the City and County of San Francisco, an issue of free speech but an issue of contract compliance. The Executive Director discussed the Department's work with W.O.M.A.N., Inc. over the year, which provided staff assistance to ensure sound fiscal accounting and a strong infrastructure with a service focus on the 24-hour crisis line.

The Executive Director stated that before the Justice and Courage Project, there was very little coordination between the City and County domestic violence agencies; however, now there is more coordination and sharing of information. Ms. Taylor-McGhee acknowledged the staff contributions to the Project especially Deputy Director Rosario Navarrette and Justice and Courage Coordinator Justine McGonagle. She said that the ultimate goal of the project, besides streamlining shared resources, is to reduce the incidents of domestic violence, especially domestic violence related homicide.

Ms. Taylor-McGhee reviewed the organizations the Department collaborates with as well as special and individual projects, and discussed the Department's involvement in legislation and policy over the year.

Executive Director Taylor-McGhee spoke about the Verizon Wireless and California Endowment programs with the Department. She spoke of the increased funding capacity that these funders bring to the Department and the women and girls of San Francisco. The Executive Director acknowledged Deputy Director Navarrette's spearheading efforts in cultivating these new partnerships. The Department has sent out notices to participating agencies in the Verizon Hopeline Program, which provide cell phones to victims of domestic violence. Currently, the Department is working on a public service announcement campaign via the Friends of the Commission on the Status of Women.

Ms. Taylor-McGhee said that funding for the planning of a centralized crisis line was made available by the California Endowment. Although it was determined that a centralized line was not a recommended solution at this point, the focus to coordinate a centralized message is proceeding the Department's work on the "Don't Wait" campaign, which is another way to garner publicity around domestic violence. It will also help the average person understand what they can do to prevent domestic violence.

President Shorter thanked the Executive Director for her report and the agencies present at the Retreat for their continued service on behalf of the women and girls of San Francisco.

No public comment.

III. Review of Last Year's Strategic Plan: Accomplishments & Works in Progress

Deputy Director Navarrette began the review of the Department's accomplishments around the DOSW budget.

Commissioner Keehn emphasized that by working together with the community that the Commission and the Department can make a difference around current budget issues.

Deputy Director Navarrette spoke around the difficulties in applying for non-city monies and grants; she explained that by doing so, the Department would be competing for funds with non-profits. Deputy Director Navarrette stressed the importance of collaborating with other city agencies to apply for grants earmarked for government agencies, not non-profits.

Commissioner Valerie Tulier completed the review of COSW goals within the Strategic Plan. She reported that within the VAW Programs, COSW was able to protect programs from last year's budget cuts in partnership with the funded agencies. She said this year the Commission and the Department sponsored the first ever hearing in San Francisco on girls issues. Commissioner Tulier reviewed the VAW Grant Program and complemented the Department on the centralized contracting process that has allowed the Department to streamline the payment process. She asked that the Commission and the Department acknowledge the strong leadership role they play in developing policy for women and girls of the City and County of San Francisco. Commissioner Tulier asked the Commission to note the conflict in numbers between staff and the Commission. The Department has six employees, and there are seven commissioners.

Commissioner Keehn congratulated staff, the Commission and the community for the accomplishments of the past year. She said that the Commission was lacking information and needed to know more about the States' budget cut impacts on the City and County of San Francisco.

Commissioner Carolene Marks thanked everyone and asked that her contribution to the Friends be noted. She said she would provide the mission statement for the Friends at the next Commission meeting.

The Executive Director informed the Commission that Grants Administrator Winnie Xie will be going to the Department of Public Health as of Monday, February 9, 2004. Ms. Xie is leaving for the opportunity to work in a larger department with more resources. Senior Policy Analyst Ann Lehman's position vacated at the end of November, and it still has not been filled. Executive Director Taylor-McGhee spoke to the Mayor's Budget Office, which has not determined whether or not those positions will be filled at this time.

President Shorter reminded the Commission that fiscal challenges are on-going and impacting all government agencies.

Senior Policy Analyst Caroline Donnola asked the Department, the Commission and the community to consider what fewer services, more poverty and less health care, might mean around violence, and as budget cuts, and how that may create an increase in violence against women.

Commissioner Tulier reminded the Commission that besides implementing the Strategic Plan, the Department deals with unanticipated crisis.

Deputy Director Navarrette reminded everyone of the \$123,000 budget cut planned for next year by the Mayor's Budget Office. She said the Department could not absorb a cut that size and that more resources are needed as we experience an increased demand on those resources. She stressed the importance in determining the most critical services provided to make decisions on what focus the Commission and the Department are going to take as times get worse.

Public Comment.

Ms. Beckie Masaki asked when the community would know if the budget would be cut by \$123,000.

Deputy Director Navarrette responded that the Department has been instructed to prepare and submit a budget with \$123,000 less, and a 15% contingency reduction plan.

There was a break from 10:16 a.m. to 10:32 a.m.

IV. Strategic Plan

[The attendees at the Retreat broke into small discussion groups to brainstorm about each area and re-grouped at the end of the session to report back to the larger group.]

A. VAW Programs [group work submitted to the Commission]

Goals: (1) Preserve all funding

Objective: Look for other funding sources, i.e. law enforcement

Objective: Continue collaborative campaigns against budget cuts

(2) Stabilize services

Objective: Improve evaluation and reporting tools to encompass all aspects of programs

Objective: Do not divide the pie-get a bigger pie. Look for other funding sources

Objective: The Department to work with CBOs to create effective evaluation tools

- (3) Include sexual violence in all campaigns and continue collaborative campaigns against budget cut

B. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) [group work submitted to the Commission]

Goals: (1) Increase access to health care regardless of socio-economic, ethnic, etc. status

Objective: Increase media and public awareness, i.e. letter writing campaigns, web site, and collaborate with and educate non traditional partners in this issue

- (2) To increase more public awareness and education around sexual harassment particularly for boys and girls, i.e. the San Francisco Unified School District (SFUSD).

Objective: Work and develop policies with school district

Objective: To create a list of partners/stakeholders

Objective: Find resources for an "It's not cool" campaign, i.e. pro bono advocacy and acting support

- (3) Reiterate and emphasize CEDAW as the overarching umbrella of COSW/DOSW work

Objective: Get the Mayor and the Board of Supervisors (BOS) to use CEDAW as a policy within the City structure

- (4) Develop a message and education around CEDAW to make it more sensible, i.e.: bread and butter issue, i.e.: access to affordable health care

C. Girls [group work submitted to the Commission]

Goals: (1) Look to reactivate the Girls Safety Committee, look at issues and make priorities around:

- Wellness Centers – mental health
- Community based activities
- Spectrum of girls in San Francisco, those doing well and those not doing well

- (2) Review work of Sexual Exploitation Task Force to make sure work done gets follow-through

- Examine current resources
- Identify and inform of what is happening in other counties and what are models is being used

Other issues: Systems' accountability

Young Women's Health Task Force—Department of Public Health

- (3) Address Sexual Harassment/Assault in schools

Objective: Information – on-going prevention , what happens after the fact

Other issues: What do you do next?

Information for perpetrators: consequences

Spotlight the issues

What are the School Board and the Police Department doing?

D. Justice and Courage Project (J & C) [group work submitted to the Commission]

Goals: (1) Better Communication with CBOs and J & C Project

- (2) Hold meetings in the community

- (3) Increase community input (identify how many groups can be hosted and which communities)

(4) Develop Justice & Courage budget

Include model similar to Greenbook – to host paid community meetings in which to receive CBO feedback.

Current Needs:

- Justice Model
Develop an infrastructure
Need supplies, i.e. pen and paper
- Evaluation Model
Get a stipend to do community paid groups
- Future/Sustainability
- Institutionalize J & C Project Coordinator Position
- Website
- Institutionalize a J & C Oversight Panel—City and CBOs
- Continue to solidify relationship with Mayor's Office of Criminal Justice
- Find and apply for grants
- Create centralized training, website, network to provide an information source

E. Coalition Building/Networking [group work submitted to the Commission]

Possible partners and current partners:

- National Association of Commissions for Women and the Association of California Commissions for Women (NACW/ACCW)
- California Women's Agenda (CAWA) and Women's Intercultural Network (WIN)
- The Women's Foundation
- Domestic Violence Consortium (DVC)
- California Alliance Against Domestic Violence (CAADV)
- Women legislative caucuses
- Other foundations and funding entities
- National Organization for Women (NOW) & San Francisco's Chapter of NOW
- Center for Young Women's Development
- Friends of the COSW

Goals: (1) To expand and strengthen existing relationships and develop new networks, collaborations and links

Other possible and current partners

- Women of Color Resources
- National Latino Alliance to End Domestic Violence [Alianza]
- Dezie Woods Jones – T.I.L.E. Training and Leadership [Part of the Black Women Organized for Political Action]
- Asian Women's Resource Center
- Funded Agencies sit on many other coalitions

(2) To help get women's voices heard

Objective: Develop network guide – to share information with other groups

Objective: Getting COSW/DOSW written up in other organization's newsletters as one of way of improving visibility

Objective: Improve communication by participating in activities of other entities, i.e. conferences, training and workshops

Objective: Create a centralized Bulletin Board to advertise and report on COSW/DOSW work:

- create links of other related websites to COSW/DOSW
- provide technical assistance to organizations that want to link; contact technical organization on training for developing links

Objective: Conduct an inventory of contacts within COSW/DOSW

Objective: Increase the benefits to the women's community and COSW/DOSW

Objective: Find a way to encourage staff and Commission to promote COSW/DOSW's work

Challenges:

- ❖ Ability to pay membership dues
- ❖ Funding for attending COSW/DOSW events, conferences, etc.
- ❖ Funding to represent COSW/DOSW
- ❖ Funding for travel, etc.

Strategy: To present at workshops and conferences to have registration fee waived or reduced and have time to fully participate in other coalitions

F. Economic Development/Leadership [group work submitted to the Commission]

Goals: (1) Assign a Commissioner and staff member to focus on economical aspect of the COSW Mission Statement

(2) Find a source, nonprofit, academic, or a think tank, to provide statistical analysis around women and girls in San Francisco:

- How many female owned businesses?
- What is the poverty ratio in San Francisco among women and girls?
- What are the policies surround awarding City contracts?
- Women business support organizations

Objective: Assign a Commissioner and a staff person to work on a two-person team approach

Objective: Develop a plan for the economic development of women and girls based on two of the areas, in the analysis. For example:

- List of women owned business: establish working relationship and ask to assist in coordinating grass roots outreach to unemployed women and girls in San Francisco.
- Educate COSW/DOSW and the community about city contracts for Women Owned Businesses.

G. Health [group work submitted to the Commission]

Goals: (1) Clarify whether health will be a separate and distinct part of the Strategic Plan or if health will be a sub-category within other parts of the Strategic Plan (i.e. VAW, Girls).

(2) Staff Attendance at monthly Women and Girls Health Advisory Committee meeting and/or Young Women's Health Task Force meeting; if not, establish an on-going communication exchange to strengthen the relationship between DPH and COSW

Objective: COSW decides where health will fall in Strategic Plan

Objective: Staff member assigned to build an on-going communicative relationship with the DPH.

From the VAW group, Beverly Upton and Senior Policy Analyst Donnola reported back on their discussion in the small group session around VAW Programs. Ms. Upton said that the number one goal must be to preserve funding and that the community must support the Commission and the Department while everyone works together to find other sources of funding. Senior Policy Analyst Donnola spoke about improving evaluation mechanisms by working with the community to develop better tools.

Ms. Masaki talked about preserving existing services and creating new services that are not just ethnic specific but combining services to meet the needs of the larger populations. She stressed the need for the Department to work with the agencies so that the Department as the funder, not end up driving a wedge between existing services.

From the CEDAW group, Executive Director Taylor-McGhee spoke about the current issues happening at SFUSD and wanted to make sure CEDAW was used as the basis to produce training for boys and girls as well as stressed the importance of the Commission and the Department in suggesting new policies to the school district.

Commissioner Emily Murase thanked the community for its contributions to the small group work and suggested doing outreach to other communities to find out how they are using CEDAW in their work.

From the Girls group, Gena Castro and Policy Analyst Carol Sacco emphasized the increased reports of sexual harassment in schools and said that healthy curriculum needs to be designed that addresses both girls and boys.

From the Justice and Courage group, Commissioner Keehn and Justice and Courage Coordinator Justine McGonagle reported on their group discussion. Ms. McGonagle stressed the need for more community input and the need to do community outreach in new ways.

From the Coalition Building group, Deputy Director Navarrette listed organizations in which the Department currently belonged and discussed how these relationships can be utilized to build visibility for the Department and the Commission. She stressed the need for the Department to publish more of its work so people will know about and recognize the Department and the Commission.

Executive Secretary Bernice Casey reviewed the goals and objectives of the Economic Development group.

Commissioner Williams said that it was important to address the economic development of women and girls in San Francisco. She spoke about the correlation between women who stay in violent relationships and economics.

Executive Secretary Casey reviewed the goals and objectives of the Health group.

President Shorter asked if there were any other comments about the group work.

Commissioner Tulier asked to have a set of questions developed through a CEDAW lens, which the Commission and the Department can ask concerning policy issues across the board. She thanked the girls' service providers for attending and for addressing the need to educate males.

Commissioner Murase talked about the work that had already been done by Ann Lehman and asked how that work could be further condensed to provide Commissioner Tulier and the Commission as a whole the questions requested by Commissioner Tulier.

Commissioner Marks asked how many women are being effectively served by the VAW Programs.

Grants Administrator Xie said the Department was trying to improve the VAW Program reporting to give a clearer idea of who is being served. She said that the Department has been compiling data from the past three years around the number of women and children who received services and how many women were turned away from shelters and transitional housing. She stated that the data may be available, but not always easily accessible due to a lack of resources.

Executive Director Taylor-McGhee said the Department was trying to create internal mechanisms to measure data collection; however, due to funding constraints, it has been difficult to do.

Commissioner Miles said substance abuse programs should be included in the VAW Programs and commented on the correlation between substance abuse and violence against women.

Commissioner Murase commented that economic development is a part of CEDAW and should be used when looking at city contracting.

Julie Posadas, member of the public, asked that the Commission look at equity in city departments and refocus on what type of discrimination is happening to the clients who use the services of those departments, i.e. juvenile justice.

Executive Director Taylor-McGhee stressed the importance of looking at the foster care system as well as the juvenile justice system, especially for disproportionality among African American girls. She suggested that we develop a plan around that issue by using the data and testimony brought to the Girls Hearing.

Ms. Masaki said she felt the Justice and Courage Project was a system of reform that shows accountability and further suggested finding a tool for community members to listen to the real stories about how people are being treated in the community around issues of domestic violence.

Ms. Aileen Hernandez suggested that the Commission and the Department do more coalition building with women's organizations and other agencies, especially public policy research agencies. She said that these groups could help the Department and Commission with the data collections already discussed.

Commissioner Marks asked how the websites could be improved and utilized to create publicity in the City through networking. She stressed the importance of listing what people [on the Commission and in the Department] are doing, which would allow everyone to network better.

Commissioner Miles asked that links to organizations assisting men with overcoming violence be listed on the website and that the Commission and Department collaborate with men's treatment programs.

The Executive Director asked the community to let the Department know if they knew of people with expertise in web building.

Lunch from 12:40-1:20 p.m.

President Shorter thanked everyone especially Commissioner Tulier for her efforts. President Shorter stated that a series of action items that would be postponed until the next Commission Meeting.

The Commission discussed a NACW Workshop Proposal.

m/s/c (Murase/Tulier/Unanimous)

Action: Approved a Workshop Proposal for the NACW Conference.

No public comment.

H. Budget

Deputy Director Navarrette reviewed the Department's current budget. She explained the only place to reduce the budget is from the VAW Programs. She stressed the importance of producing documentation describing the impact of the scenarios that were provided at the last COSW meeting by the funded agencies and gave further historical background of the Department and the on-going challenges with funding. Deputy Director Navarrette expressed her concerns on fulfilling the City's mandate with shrinking resources. Due to staff constraints, she suggested that individual Commissioners may have to volunteer to do work as they did in the past. She said that the Department and Commission need to strategize about how they justify their existence.

President Shorter again stressed the importance of putting together comparative analysis and cost-effective analysis to show how the Commission and Department could save the City money through their policy work and funding.

Commissioner Tulier reminded everyone that historically public outcry has changed many institutions. She said that letters of support should come from individuals not normally asked for their support (i.e. the fire chief, police chief, school board), and that there should be a public expression of outrage about the cuts and that this could have a positive impact on stopping the budget cuts.

Commissioner Keehn said that there was lack of knowledge by the City about the COSW mandate. The Department and the Commission need to educate the City and the public about the work of the Commission and Department. She suggested contacting Joan Ryan to do a piece about the Commission and the Department clarifying what services they provide.

Ms. Upton suggested using service models employed by the non-profit sector to provide quantitative information of how many people are served by programs and how much money is saved by the City.

Executive Director Taylor-McGhee suggested a three prong approach: public support, cost analysis/data collection, and a strategy to fight the budget cuts.

Commissioner Murase said that the Commission and Department need to appeal to the priorities of Mayor, i.e. his homeless project by showing the link between VAW services and less homelessness. She further suggested that the Commission ask the women whom they have honored to help the Commission at this time. She asked the Department to look up previous honorees. Commissioner Murase suggested having a Plan B in case they cannot stave off the cuts and the reiterated the importance of involving the community agencies.

Ken Thiesen suggested a strong media campaign with Op-Ed (Opposite the Editorials) letters to the editor and a meeting with the Chronicle's Editorial Board.

Commissioner Miles spoke about women telling their stories of domestic violence, and what it was like to not have services when she experienced domestic violence.

The Executive Director and Commissioner Miles agreed to write an Op-Ed piece using personal stories around domestic violence.

Commissioner Keehn asked that a timeline be put together on what needs to be accomplished by whom for the next Commission meeting.

President Shorter informed everyone that Commissioner Miles, the Executive Director and she would be meeting with the Mayor on Friday, February 6, 2004.

The Executive Director said some data analysis had been done and asked President Shorter to provide the Department with names of individuals and organizations she had suggested to do further analysis.

Commissioner Tulier asked that CBOs be asked to write letters to the Mayor and the Board of Supervisors before the 20th of February and to get an additional letter from an agency that is not funded by the Department.

The Executive Director said she would schedule a meeting with the Editorial Board of the Chronicle and begin to draft the Op-Ed letter.

Commissioner Marks and President Shorter said they would draft a letter to be used in the letter-writing campaign.

Deputy Director Navarrette asked City Attorney Paula Jesson if her office could provide the Department and the Commission with the amount of money spent by the City around lawsuits involving domestic violence.

City Attorney Paula Jesson said she would check on that information and get back to the Department.

Facilitator Serbin put together the assignment list.

- DATA COLLECTION: Staff to Coordinate with the City and District Attorney Office and work with C.B.O.s
- COST ANALYSIS: Commissioners Shorter and Williams
- LETTER WRITING CAMPAIGN: Beverly Upton and Commissioner Tulier. Commissioner Marks and Shorter will draft the letter
- MEETING WITH THE MAYOR: Commissioners Shorter and Miles and Executive Director Taylor-McGhee
- EDITORIAL MEETING WITH THE CHRONICLE: Executive Director Taylor-McGhee
- OP. ED. PIECE – Draft: Commissioners Miles and Keehn and the Executive Director
- LETTERS TO THE EDITOR: Ken Thiesen
- PLAN “B” AT NEXT MONTH’S AGENDA: DOSW

Ms. Jesson and the Executive Director discussed the City’s policy on letter-writing campaigns.

Ms. Upton asked to whom the letters [advocating for no budget cuts to the Department] should be addressed.

President Shorter said to the Mayor and the Board of Supervisors. She thanked everyone for their contributions.

m/s/c (Tulier/Murase/Unanimous)

Action: Organized support for no budget reductions in the current fiscal year and Fiscal Year 2004-2005 and to develop a Plan B by the February COSW Meeting.

No public comment.

V. Communications between the Commission and the Department

A. Roles and Responsibilities

1. Internal Relations

President Shorter said that communication was the key and that people needed to be kept up to date.

a. Increasing Resources for the Department

1. Contacts and Capacity Building

President Shorter referred to the small group discussion and said that the Commission needs to look closely at the contacts which need to be built and suggested asking for volunteers to assist the Department. She said that the Commission needs to look specifically at building the capacity of the Department.

b. Protocol Flow Chart

Commissioner Tulier reviewed the Protocol Flow Charts and asked that they serve as a guide to help facilitate communication between the Department and the Commission. She said that the charts were designed so that the communication between the Department and the Commission could improve and that a staff of six was not overwhelmed with the requests of seven Commissioners.

Commissioner Keehn suggested that the Commission President and the Executive Director be on the same line for the Media Flow Chart.

President Shorter asked that positions and not names be used in the flow charts.

Commissioner Keehn suggested that if a Commissioner does not have information [regarding the work of the Commission or the Department] that they should contact the Executive Director.

Ken Theisen, from the public, stressed the importance of getting back to the media quickly or they will move on to someone else or just print the story.

The Executive Director reminded the Commission that the Mayor's Press Office must be notified of sensitive calls.

Commissioner Tulier said she would update the flow charts for the next Commission meeting.

c. Commissioner Assignments

1. Communication between COSW, the Executive Committee and COSW liaisons

2. Develop working committees

Commissioner Tulier suggested the Commission keep the current Commissioner assignments.

m/s/c (Tulier/Murase/Unanimous)

Action: Assigned each Commissioner to one or more areas of the Strategic Plan.

No public comment.

2. External Relations

a. DOSW's relationship to the Mayor and the City

The Executive Director reviewed the differences between the Mayor and the Commission. She said that a department head must respond to requests made by the Mayor and the Board of Supervisors.

b. Board of Supervisors

Commissioner Murase asked if all requests from the Board of Supervisors were logged.

Deputy Director Navarrette responded yes and gave examples of requests from the Board of Supervisors.

c. Friends of the Commission on the Status of Women

Commissioner Marks said she would like to discuss formal and informal relationships with other organizations. As well, she wanted to discuss other aspects of publicity in an effort to bring more visibility in the community to the work of the Commission and the Department.

Commissioner Williams reported that to have the Friends activated three members were needed. She said she hoped to have a third member by next week.

Commissioner Keehn said that only two people were needed.

Maria Cora encouraged the Commission to look at other city departments to build stronger relationships with and to move forward together on issues regarding the women and girls of San Francisco.

Commissioner Tulier asked which Supervisor/s each Commissioner wanted to be assigned to meet with regarding COSW issues.

Commissioner Shorter – Daly, Duffy
Commissioner Keehn -- Gonzalez
Commissioner Williams – Sandoval, Peski
Commissioner Miles -- Hall, Alioto-Pier
Commissioner Tulier -- Maxwell
Commissioner Murase – Ma, Alioto-Pier
Commissioner Marks – McGoldrick, Amniano

m/s/c (Murase/Tulier/Unanimous) Commissioner Williams is absent.

Action: Assigned each Commissioner to one or more Supervisors to build an on-going relationship in support of the Department's work on women and girls.

No public comment.

- B. COSW Meetings**
 - 1. Preparedness**
 - 2. Accountability**

Ms. Casey reviewed the current calendar of holidays.

The Commission discussed conflicts and moved the February, May, November, and December 2004 Commission meetings to the third Wednesday instead of the fourth Wednesday of those months.

m/s/c (Murase/Tulier/ Unanimous) Commissioner Williams is absent.

Action: Discussed and approved the COSW Meeting Calendar.

The Commission discussed possible dates for the next annual Retreat.

m/s/c (Keehn/Tulier/Unanimous) Commissioner Williams is absent.

Action: Set the date of November 5, 2004 for the next COSW Retreat.

No public comment.

VI. Wrap- up

No public comment.

5. CLOSED SESSION

Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Public Employee Performance Evaluation: Executive Director Belle Taylor-McGhee

No public comment.

6. PUBLIC COMMENT

No public comment

7. ADJOURNMENT

The meeting was adjourned at 4:24 p.m.

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City & County of San Francisco Commission on the Status of Women

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ANDREA SHORTER
President

JUANITA MILES
Vice President

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

EMILY MURASE
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Special Meeting

Agenda

Wednesday, February 11, 2004

1:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Juanita Miles

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Angela Williams

Commissioner Valerie Tulier

Commissioner Emily Murase

1. CALL TO ORDER/ROLL CALL

ACTION

1 min.

2. ADOPTION OF AGENDA

ACTION

2 min.

3. CLOSED SESSION

DISCUSSION/ACTION

30 min.

- Public Comment on all matters pertaining to the Closed Session
- Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Personnel Issues
- Disclose any or all discussions

Action: Vote to elect whether to discuss any or all discussions held in closed session
(San Francisco Administrative Code Section 67.12 a.)

CONSENT AGENDA

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No items have been calendared for the Consent Agenda.

4. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

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San Francisco Commission on the Status of Women

February 19, 2004 Regular

Commission on the Status of Women

25 Van Ness Avenue, Suite 130
San Francisco, CA 94102
(415) 252-2570 FAX (415) 252-2575

<http://www.sfgov.org/cosw>
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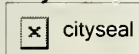


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President

JUANITA MILES
Vice President

DORKA KEEHN
Commissioner

CAROLINE MARKS
Commissioner

EMILY MURASE
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Draft Agenda
Thursday, February 19, 2004
5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Roster:

<i>President Andrea Shorter</i>	<i>Commissioner</i>
<i>Angela Williams</i>	
<i>Vice President Juanita Miles</i>	<i>Commissioner</i>
<i>Valerie Tulier</i>	
<i>Commissioner Dorka Keehn</i>	<i>Commissioner Emily</i>
<i>Murase</i>	
<i>Commissioner Carolene Marks</i>	

- CALL TO ORDER/ROLL CALL
ACTION 1 min.
- ADOPTION OF AGENDA
ACTION 2 min.

- APPROVAL OF MINUTES

min.

2

Special Meeting held Friday, January 30, 20004

Explanatory Document - Draft Minutes

Special Meeting held Wednesday, February 11, 2004

Explanatory Document - Draft Minutes

**4. PRESIDENT'S REPORT
DISCUSSION**

5 min.

**5. EXECUTIVE DIRECTOR'S REPORT
DISCUSSION**

10 min.

CONSENT AGENDA

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No items have been calendared for the Consent Agenda.

6. OLD BUSINESS**DISCUSSION/ACTION**

a. VAW Program Guidelines
McGhee 5 min.

Executive Director Taylor-

Explanatory documents in packet

Action: To approve the VAW Program guidelines

b. Girls
Shorter 5 min.

Policy Analyst Sacco and President

Explanatory documents in packet

Action: To approve goals in the area of Girls, including the reactivation of the Girls Safety Committee

c. Justice and Courage Project
Commissioner Keehn 5 min.

Deputy Director Navarrette &

Explanatory documents provided in packet

Justice & Courage Report

DISCUSSION/ACTION

Action: To recognize, with a resolution, the contributions made by Other Minds to promote women composers

- | | |
|----------------------------------|-----------|
| 1. Status of the COSW Committees | President |
| Shorter | 5 min. |

8. REPORTS

DISCUSSION

- | | |
|----------|---------------------|
| a. CEDAW | Commissioner Murase |
| 5 min. | |

- | | |
|---------------------------------|--------------|
| b. Updated Protocol Flow Charts | Commissioner |
| Tulier | 2 min. |

- | | |
|-------------------------------------|--------------|
| c. Friends of the Commission Update | Commissioner |
| Williams | 2 min. |

Review of the roles and responsibilities of DOSW in relation to the Friends Committee 2 min.

9. CLOSED SESSION

DISCUSSION/ACTION

20 min.

- a. Public Comment on all matters pertaining to the Closed Session

- b. Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative

Code Section 67.10 (b): Public Employee Performance Evaluation: Executive Director Belle Taylor-McGhee

- c. Disclose any or all discussions

Action: Vote to elect whether to discuss any or all discussions held in closed session

(San Francisco Administrative Code Section 67.12 a.)

10. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

11. ADJOURNMENT**ACTION**

2 min.

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Commissioner

EMILY MURASE
Commissioner

VALERIE TULIER
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Minutes

Thursday, February 19, 2004

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Vice President Juanita Miles
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Emily Murase
Commissioner Valerie Tulier
Commissioner Angela Williams

Staff Present

Belle Taylor-McGhee, Executive Director
Rosario Navarrette, Deputy Director
Caroline Donnola, Senior Policy Analyst
Carol Sacco, Policy Analyst

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1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:00 p.m.

Roll call. Commissioner Tulier arrived at 6:32 p.m.

No public comment.

2. ADOPTION OF AGENDA

m/s/c (Keehn/Marks/Unanimous)

Action: Adopted agenda for the COSW Meeting, Thursday, February 19, 2004.

No public comment.

3. APPROVAL OF MINUTES

Request spelling correction of President Shorter's name within the February 11, 2004 Minutes.

m/s/c (Murase/Miles/Unanimous)

Action: Approved minutes for the COSW Special Meeting held Friday, January 30, 2004 and COSW Special Meeting held Wednesday, February 11, 2004.

No public comment.

4. PRESIDENT'S REPORT

President Shorter acknowledged the strides the City of San Francisco had taken in the last two weeks promoting civil rights for all citizens, and she noted San Francisco's advance of marriage license for same sex couples.

President Shorter discussed the meeting with Mayor Newsom and said she felt it was an informative and productive meeting. She said that at the time of the meeting Mayor Newsom was unable to make any commitments regarding the Department's budget; however, she state that she believed that Vice President Miles, the Executive Director and her were able to convey to the Mayor the impact any further cuts would have on the Department and the services and care for women and girls in San Francisco.

President Shorter reviewed the step-by-step guide of how the Commission's meeting agenda is put together, which she had e-mailed to the Commission at an earlier date. One week after each monthly Commission meeting the Executive Secretary will prepare the minutes from the previous month's meeting which will serve as the foundation to develop future agendas. Two weeks before each monthly meeting, the President, Vice President and the Executive Director will have a conference call to develop the agenda. The President, Vice President and Executive Director will agree on the tentative agenda, and the Vice President will contact the other Commissioners via telephone or e-mail to solicit other items pertaining to the agenda. One week before the meeting, the President and Vice President will provide all additions to the Executive Director and Executive Secretary. These additions will be made and a copy of the agenda will be forwarded to the City Attorney for review before posting. President Shorter stated she wanted to be very clear about the process they have been attempting to follow.

Commissioner Marks said that she had never received an e-mail outlining this process.

President Shorter stated that she had sent it to her.

Commissioner Keehn responded by saying she would forward a copy of the e-mail to Commissioner Marks.

Vice President Miles said that if the Commissioners had something to submit for the agenda and had not heard from her, that they should contact her one week before the meeting to provide their input.

No public comment.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Belle Taylor-McGhee gave a brief synopsis of the Department's activities over the last six moths per the Commission's request. She reported that the Department has been operating with minimal staff [six staff] but has been able to produce exceptional work. The Executive Director explained how the staff has absorbed duties of the two employees who had left the Department, Ann Lehman and Winnie Xie.

Ms. Taylor-McGhee reviewed the work of the Department over the last six month, which included a detailed Efficiency Plan and a Customer Service Plan to the Board of Supervisors; met on several occasions with representatives from San Francisco Women Against Rape (SFWAR) to discuss contract compliance issues; met with members of the Jewish Community Relations Council and other members of the Jewish community to hear their concerns regarding SFWAR; worked with the staff of

W.O.M.A.N., Inc. to develop sound fiscal accounting practices and strong infrastructure with a service focus on the 24-hour crisis line; held an All-Agency meeting with the Violence Against Women (VAW) Programs to focus on contract compliance, cultural competency and customer service.

The Executive Director said the Department has been working with Verizon Wireless to launch a public awareness campaign to reach people who might know a person experiencing domestic violence. Executive Director Taylor-McGhee hoped that the Friends of the Commission on the Status of Women (Friends) would serve as a conduit for the grant as they have in the past and is hopeful about the fruition of the August 2003 Friends Action Plan adopted by the Commission at the August 27, 2003 meeting. She stated that she is concerned that the grant needs to be used and suggested that there were two possible options. The Department could ask for an extension of the grant and hope to get it or ask that the grant be reissued to the Department while reactivation of Friends is under way. The Executive Director asked the Commission for direction on how she should proceed with the Verizon grant.

The Executive Director discussed her follow-up from the October meeting with the Department of Public Works (DPW). In October 2003 meeting, Commissioner Murase and Executive Director Taylor-McGhee met with DPW regarding alleged sexual harassment complaints from the female janitorial staff. The Executive Director discussed how DPW and the Department could work together to create more awareness about this problem. In the past weeks, the Executive Director has spoken to Ed Lee from DPW. Mr. Lee informed the Executive Director that the complaints alleged earlier are now part of law suit which has not yet been settled. He did say the DPW has translated their anti-harassment brochure into Spanish and Chinese and reissued the harassment policy to the whole of the DPW. Mr. Lee said that Mr. Tom Willis, EEO Manager and he would be interested in working with the Commission and the Department to develop sexual-harassment awareness trainings for DPW employees.

The Executive Director discussed the allegations of sexual assault and harassment at San Francisco Unified School District (SFUSD). She reported that the case of sexual assault at Wallenberg High School is currently being investigated by the District Attorney's Office. Ms. Taylor-McGhee said she placed a call to Superintendent Arlene Ackerman and is awaiting a call back. She reported that the Department currently funds a program through SFWAR to provide peer education training on sexual assault and violence prevention.

The Executive Director told the Commission that Senior Policy Analyst Caroline Donnola attended a coalition meeting on the Single Payer Health Program in Sacramento on February 2, 2004. Policy Analyst Carol Sacco attended the Women and Girls Health Advisory Committee meeting on February 10, 2004. As discussed at the Retreat, the Department will continue to be part of this Committee. The Executive Director served as a moderator for the *Women in Politics* panel at the Women's Building on the evening of February 18, 2004.

Commissioner Williams said that the Commission had changed the timeline for the Friends Action Plan at the December 17, 2003 COSW meeting.

President Shorter thanked the Executive Director for her report. Ms. Shorter asked Commission for its thoughts on the Friends and the Verizon grant.

Deputy Director Rosario Navarrette reviewed the history of Verizon, the Department and the Friends with the Commission. She stated that the Department has had the leadership role and the Friends have had the support role with the Verizon grant. Ms. Navarrette reminded the Commission that the deadline for the initial grant had been October 30, 2003.

The Commission discussed the deadline and asked about future deadlines

Executive Director Taylor-McGhee reviewed the work that had been done by the Department for the Verizon grant.

President Shorter asked if there was any new information about the Friends.

Commissioner Williams said she would discuss the Friends later in the agenda.

Commissioner Marks asked what the problems would be if the Department accepted the money of the grant.

The Executive Director said that it was possible, but the acceptance would create additional bureaucracy.

Vice President Miles thanked the Executive Director for her report and asked that future reports contain as much detail for communication purposes between the Commission and the Department.

Commissioner Keehn asked the Department to make the Commission aware if the Department is unable to attend meetings and events so that a Commissioner may be able to go in lieu of staff.

President Shorter asked the Executive Director to call upon the Commissioners when help is needed.

Vice President Miles reminded the Commission that all new requests for the Department be filtered first through the Executive Director.

No public comment.

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No items have been calendared for the Consent Agenda.

6. OLD BUSINESS

a. VAW Guidelines

Executive Director Taylor-McGhee stated that the VAW Program Guidelines were the same as provided at the Retreat. The Question & Answer format was designed to make the information more accessible to both the Commission and the public.

Commission Williams asked which Commissioners would serve on the panel to decide which agencies receive funding.

Commissioner Keehn said that the President could appoint Commissioners to serve.

The Executive Director reminded the Commission that there could not be a conflict of interest between the appointed panel members and any programs applying for funding.

President Shorter asked that any Commissioner interested in serving on the panel make that known to her. She stated that the Commission would have further discussion at the March Commission meeting.

Commissioner Murase asked if there would be time for the Commission to come together to think strategically about what priorities would be emphasized with the granting of funds.

President Shorter said that some of that planning had been done at the Retreat, and that she hoped that after the Commissioners reviewed the Retreat minutes that they would bring other ideas to the March COSW meeting for further discussion.

Commissioner Murase asked to have a list of what allocations have been made and what percent of the budgeted monies has gone to agencies for review at the March COSW meeting.

m/s/c (Murase/Keehn/Unanimous)

Action: To approve the VAW Program guidelines

Vice President Miles requested the Department do outreach to African-American agencies so that more agencies will apply for the funding than have done so in the past.

No public comment.

b. Girls

Ms. Sacco informed the Commission that the information provided in the Commission packets on the goals of the policy area of girls was the same information provided at the Retreat.

President Shorter directed the Commission to the goals and objectives outlined in the Girls memorandum provided in their packets. She discussed the Girls Safety Committee and Commission participation in the Committee, although at this time there are no members.

Commissioner Williams asked what the timeline would be for the action plan and how success would be measured.

President Shorter thought that the current proposed action plan could lead to a more developed action plan with measurable goals.

Commissioner Keehn asked if the Department had approved the action plan and would be able to complete the work proposed.

Executive Director Taylor-McGhee said that the goals could be completed over the next three years.

The Commission discussed renaming the Girls Safety Committee and the language and the meaning of the Committee.

The Commission decided to discuss a name change for the Girls Safety Committee at the next COSW Meeting.

m/s/c (Mark/Murase/Unanimous)

Action: Approve goals in the area of Girls, including the reactivation of the Girls Safety Committee.

No public comment.

c. Justice and Courage

Commissioner Keehn asked that the action item regarding Justice and Courage Project goals for 2003-2004 be postponed until the next COSW Meeting. She gave a brief update on the Justice and Courage Project, and she reminded the Commission that one of Mayor Newsom's 21 policy points is domestic violence, and that he is committed to the JUSTIS project. Commissioner Keehn met with the Mayor regarding the JUSTIS project, and he said that he had found federal funding for it. The Oversight Panel has been meeting every two months. The Panel is still short one member, which it has been short since the very beginning and another member will be leaving. Ms. Keehn has been attending JUSTIS meetings. She believes that the JUSTIS system will be up and running by the end of this calendar year. Commissioner Keehn reported that the Executive Director and Ken Theisen have been working on a media plan.

Vice President Miles acknowledged Commissioner Keehn's contributions.

No public comment.

d. Assignment List

President Shorter referred the Commission to the Assignment List in the Commission Packet.

Commission Murase and Marks requested a one-page of talking points on the budget and the work being done by the Department and the Commission be provided to the Commissioners.

President Shorter read into record from the January 30, 2004 Minutes as to which Commissioner would be speaking to which member of the Board of Supervisors.

Commissioner Shorter – Daly, Duffy
Commissioner Keehn -- Gonzalez
Commissioner Williams – Sandoval, Peskin
Commissioner Miles -- Hall, Alioto-Pier
Commissioner Tulier -- Maxwell
Commissioner Murase – Ma, Alioto-Pier
Commissioner Marks – McGoldrick, Ammiano

Commissioner Marks asked when the timeline for meeting with the Supervisors begins.

President Shorter asked the Executive Director when would be the best time to schedule the meetings.

The Executive Director said that now would be a good time to make contact.

Ms. Noelle Simmons, from the Mayor's Budget Office, informed the Commission that the budget goes to the Board of Supervisors on June 1, 2003.

The Commission discussed the best time to contact the Supervisors.

Deputy Director Navarrette reminded the Commission one of the purposes of the meetings with the Supervisors was to build an ongoing relationship between the Board of Supervisors, the Commission and the Department.

No public comment.

e. District Attorney Meeting

President Shorter discussed setting up a meeting with the District Attorney to welcome her to her new office. She asked the Commissioners if they had certain items they wanted to have addressed during the meeting with the District Attorney.

Vice President Miles suggested inviting the Fire Chief, Acting Police Chief and the District Attorney to a Commission meeting. She suggested inviting them to the March meeting.

President Shorter suggested inviting them to the April meeting when an agenda could be developed to include them.

Commissioner Murase wanted to discuss Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and DPW issues with the District Attorney.

Vice President Miles would like to get gang statistics, particularly girl gangs.

Commissioner Keehn expressed concerns regarding the Domestic Violence Response Unit (with the Police Department). She said that there were currently only 11 inspectors out of 20.

Commissioner Williams asked that information requested last year by the Commission from the District Attorney's Office be passed on to the new administration and that when a meeting does take place, District Attorney Harris can give an update.

Commissioner Keehn suggested having the District Attorney come to a Commission meeting to give a general overview and that a later meeting could be set up with her to discuss specific issues.

The Commission reached a consensus about inviting the District Attorney to a Commission meeting.

No public comment.

f. Follow-up of the recognition of Lateefah Simon

Commissioner Marks asked that the recognition of Ms. Lateefah Simon be postponed until the Friends was activated and a reception could be put together to recognize Ms. Simon's efforts.

No public comment.

g. Follow-up on the recognition of Faith Fancher

Vice President Miles said that she would be meeting with the Executive Director and submitting the write up of the resolution for Ms. Faith Fancher. Ms. Miles also asked Commissioner Keehn and the Executive Director to help assist her with the Op-Ed piece around domestic violence.

Commissioner Murase asked that Ms. Fancher's resolution be put on the Consent Calendar.

No public comment.

h. Update on SB689

Commissioner Marks asked Ms. Donnola about further clarification on SB689.

Ms. Donnola said that the bill was currently being rewritten and reintroduced. She explained to the Commission that at this point there was no bill to support.

No public comment.

7. NEW BUSINESS

a. Budget Plan B

Deputy Director Navarrette gave the Commission on update on the budget. She referred the Commission to the materials in the packet covering the budget. Ms. Navarrette provided a breakdown of the budget for the Fiscal Year 2003/2004 and for the next Fiscal Year 2004/2005. She reviewed the instructions the Department had received from the Mayor's Budget Office. The \$122,966.00 loss [Fiscal Year 2004/2005] was applied towards the funded programs to have a minimal impact on programs and services. Deputy Director Navarrette said that the Department attempted to absorb as much of the cut within its own budget and gave examples of the absorption.

Commissioner Williams asked for clarification on staff pay regarding cost of living adjustments.

Ms. Navarrette reviewed the history staff's contributions to retirement and cost of living adjustments (COLA) for the Commission.

Commissioner Murase asked Ms. Simmons of the Mayor's Budget Office if the new marriage license fees [through the conduction of gay and lesbian marriages in the City and County of San Francisco] would bring additional revenue to the Department.

Ms. Simmons replied that there should be an increase of revenue for the Department over the next year, but further research was required on the subject.

Deputy Director Navarrette reviewed the Department's contingency plan with the Commission.

The Commission discussed the contingency plan.

Ms. Simmons explained that contingency plans are requested from departments by the Mayor's Budget Office to hedge against uncertain ties in the budget at this time such as what is happening at the state level, labor costs for City employees and retirement costs for City employees.

The Commission discussed the involvement of grantees in the budget process.

The Deputy Director explained that the Department provided the grantees [VAW Programs] with a survey that was to be filled out and returned to the Department that asked what services they felt were important to keep. None of the grantees returned the survey.

Commissioner Murase said that she appreciated the cost effectiveness of e-mailing memorandum to the Commission instead of mailing it.

Commissioner Keehn appreciated the calls reminding the Commissioners that e-mail had been sent regarding Commission business.

Commissioner Murase moved to adopt the contingency plan as presented.

Commissioner Williams seconded.

President Shorter asked Commissioner Keehn if the approval of a contingency budget would effect the earlier rejection of any budget cuts.

Commissioner Keehn said that she would not approve the contingency plan.

Commissioner Murase withdrew the motion but acknowledged the Department's work in putting the plan together.

The Commission discussed reasons not to support the contingency plan.

m/s/c (Miles/Shorter/Unanimous)

Action: To not determine a back up plan for the budget if the cuts do happen.

No public comment.

b. Commissioner Compensation

President Shorter reviewed the memorandum regarding Commissioner Compensation.

Commissioner Murase said that to be able to participate in City Hall Day Care Program City employees must show a pay-stub to be eligible for a tuition reduction.

Vice President Miles said that there was an option to vote on an individual basis.

President Shorter said that this vote [to waive the \$25.00 stipend] would be a standing policy for the Commission.

Commissioner Keehn asked if it would be possible for Ann Courtright to do further follow-up on the questions being raised and have a later discussion at next month's Commission meeting

Vice President Miles wanted verification that the \$25.00 would go back to the Department.

President Shorter suggested tabling this action until a later date.

No public comment.

c. Afghani Women Roundtable Discussion

Commissioner Marks reviewed the materials provided by Ms. Aileen Hernandez in regards to the Commission's sponsorship of the International Women's Day Forum on Sunday, March 7, 2004, in which there would be a group of Afghani Women participating in a roundtable discussion. Ms. Marks stated that participation was not necessary but support via sponsorship [the sponsorship would be in name only and not money].

m/s/c (Marks/Shorter/Unanimous)

Action: Determined the Commission would act as a sponsor at the International Women's Day Forum on Sunday, March 7 from 1:00 p.m. to 4:00 p.m.

Commissioner Marks asked the Executive Director to notify Ms. Hernandez of the Commission's decision.

No public comment.

d. Other Minds

Commissioner Marks reviewed the materials in the packet. Commissioner Marks said she did not have a lot of information on the group and asked if anyone else had information on the group.

Commissioner Keehn said she believed that this was a Commission activity and if the Commission wanted to recognize the group, that a Commissioner, not a staff member, should write the letter.

Commissioner Marks said if the Commission decided to support the group that she would write a letter.

m/s/c (Keehn/Shorter/Unanimous)

Action: To recognize, with a resolution, the contributions made by Other Minds to promote women composers.

No public comment.

e. Status of COSW Committees

President Shorter tabled the Status of the COSW Committees until the City Attorney could participate in the meeting.

No public comment.

8. REPORTS

b. Updated Protocol Flow Charts

Commissioner Tulier said that the Protocol Flow Charts can be tabled in the observance of time.

c. Friends of the Commission Update

Commissioner Williams said that there was an event for the Friends planned on either March 4 or March 10 at the home of Commissioner Keehn. She said that Commissioner Keehn would let her know tomorrow, February 20, what date the event would be scheduled. Ms. Williams said she would be hand-delivering 10 invitations to each Commissioner which she wanted them to post to possible Friends members. Ms. Williams said she would have the invitations printed and delivered to the Commissioners by Saturday, February 21st. She said that she would be donating wine, cheese and light snacks for the event. Commissioner Williams reminded the Commission that a minimum of five members are needed to reactivate the Friends. This event would allow the Friends to vote on officers which would allow a designee or designees as check-signers. She said that the event would also serve to review the roles of and responsibilities between the Department, the Friends and the Commission. Commissioner Williams hoped to have check-signers established by the latest on March 11, 2004.

President Shorter asked for further clarification about Friends and the Verizon grant.

The Executive Director said that the Department had a relationship with Verizon that it wanted to maintain. She said that she would like to provide Verizon with a concrete timeline on when the monies would be spent.

Deputy Director Navarrette reviewed the history of the grant and the on-going problems with rescheduling events and the cancellation of particular aspects of the project due to the lack of funds [funds which are within the Friends account]. Verizon wants the Department to have a press conference and the Department cannot have a press conference without providing the product.

President Shorter asked about the possibility of giving the monies to another agency.

Deputy Director Navarrette reviewed the problems with that suggestion.

Commissioner Williams asked about the press conference.

The Executive Director said that the press conference(s) had been postponed [including one initiated by the Mayor's Office] until the issue with the Friends is resolved.

President Shorter asked for further clarification about giving the money to the Department.

Deputy Director Navarrette explained that when the money is given to the Department it falls under the City's restrictions [production companies would have to bid to do the public service announcements which would cause further delays].

President Shorter said that the option to give the money to the Department could not be an option in the light of the problems stated earlier by Ms. Navarrette and suggested a third-party be the recipient for the Verizon grant.

Vice President Miles asked Commissioner Williams how many people were committed at this time to the Friends.

Commissioner Williams said that the total amount was difficult to gauge as some perspective members were out of the country at this time.

President Shorter suggested a recommendation to the Department that they find another organization to fulfill the grant.

Commissioner Williams asked for further clarification regarding the [past] deadlines for the Verizon grant.

The Executive Director stated that the Department is trying to keep the good relationship that has been established with Verizon to do the good work outlined in the grant. She said there was a lot of work that went into researching and locating a production company [to provide PSAs] and stressed the importance of going back to square one with the project over-all.

President Shorter asked where the relationship was with the current production company.

The Executive Director informed her that the production company would not proceed without payment.

Commissioner Tulier asked for the Department's feedback on President Shorter's suggestion to house the grant with another organization and expressed concerns about having potential Friends members sign-up as a bank designee one day after a mixer. Ms. Tulier stressed the importance of cultivating a relationship with potential Friends members before asking them to sign checks.

Commissioner Williams said that she had two people that would be willing to go to the bank and that Commissioner Keehn had one person after the Friends mixer.

Commissioner Murase honored the work the staff has done thus far and suggested going to Verizon and asking for an extension. She warned against a third-party involvement believing that it would cause additional problems and that it would need to be approved by the City Attorney's Office. Ms. Murase said that it was important to have a timeline for the Verizon project.

Vice-President Miles asked that past Commission members be contacted and asked to participate in the Friends. She said she would be willing to assist Commissioner Williams with those phone calls if needed.

President Shorter agreed with Commissioner Murase suggestion of contacting Verizon but believed that it would be possible to use a third-party to act as a receiver for the grant.

Deputy Director reminded the Commission that the \$45,000.00 was already in the Friends account.

President Shorter said that the best option was to get the Friends up and running.

The Commission discussed what was needed to get the Friends up and running. President Shorter stressed that out-reach could be done until March 10 and by the 11th [according to the timeline established], there would be an individual who could act as designee [five people are needed to have the Friends operating according to the Friends by-laws].

Commissioner Williams asked what the last possible date was before the grant money needed to be returned to Verizon.

President Shorter clarified the language of the grant and explained that the Department had already passed the October deadline.

The Executive Director stated that it was her understanding that once five people are found who wanted to participate in the Friends that the officers could be elected via conference call if needed due to time constraints.

Commissioner Marks asked for further clarification on how the Commission was going to proceed.

President Shorter stated that the Commissioners would be doing what they had been doing for the past year, to find people to participate in the Friends.

President Shorter asked that the roles and responsibilities between the Department and the Friends Committee be postponed at this time since there isn't a Friends Committee.

No public comment.

Commissioner Marks said the Women's Foundation is celebrating its 25th anniversary sometime in March and asked the Commission how that event can be recognized by the Commission. She asked for suggestions from the Commission and asked if a resolution could be done. She said she would write the letter of recognition.

President Shorter asked that the recognition be brought to the March meeting.

m/s/c (Marks/Miles/Unanimous)

Action: To draw up a resolution supporting the Women's Foundation on their 25th anniversary.

No public comment.

a. CEDAW

Commissioner Murase asked to meet with Commissioner Williams and the Executive Director to plan a CEDAW Committee meeting. She suggested a brain-storming meeting in March and a CEDAW meeting in April.

No public comment.

9. CLOSED SESSION

The Commission met in closed session for a public employee performance evaluation of Executive Director Belle Taylor-McGhee. The Commission then inadvertently adjourned without reconvening in open session.

10. PUBLIC COMMENT

Inadvertently adjourned without reconvening in open session and calling for public comment.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

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(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact Donna Hall, Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854, email: Donna.Hall@sfgov.org. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

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COSW Meeting

02/19/04

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Lobbyist Registration and Reporting Requirements

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ANDREA SHORTER
resident

JUANITA MILES
Vice President

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

EMILY MURASE
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN DOCUMENTS DEPT. City and County of San Francisco

Agenda

Wednesday, March 24, 2004

5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

MAR 19 2004

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Juanita Miles

Commissioner Emily Murase

Commissioner Angela Williams

Commissioner Dorka Keehn

Commissioner Carolene Marks

- | | | |
|---|------------|---------|
| 1. CALL TO ORDER/ROLL CALL | ACTION | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | 2 min. |
| COSW Meeting held Thursday, February 19, 2004
Explanatory Document - Draft Minutes | | |
| 4. PRESIDENT'S REPORT | DISCUSSION | 5 min. |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | 10 min. |

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

- | | | |
|--|----------------------------------|--------|
| 6. CONSENT AGENDA | DISCUSSION/ACTION | |
| a. Resolution for Commissioner Valerie Tulier | Vice President Miles | 5 min. |
| Action: To recognize, with a resolution, the contributions of Commissioner Valerie Tulier | | |
| b. Resolution for a human rights center | Executive Director Taylor-McGhee | 5 min. |
| Resolution in support for a public/private funded, community-based human rights research, education and training center dedicated to the memory of Philip and Sala Burton at the Presidio National Park. | | |
| Explanatory documents provided in packet. | | |
| Action: To approve a resolution in support of the human right center | | |

7. OLD BUSINESS

DISCUSSION/ACTION

- a. Closed Session from 2/19/04 President Shorter
Action: To vote to elect where to disclose any or all discussions held regarding Agenda Item No. 9 in the closed session conducted at the February 19, 2004, Commission meeting regarding the Public Employee Performance Evaluation of Executive Director Belle Taylor-McGhee. Government Code section 54957.1(a) (2) and San Francisco Administrative Code section 67.12 (b) (2).
- b. Justice and Courage Project Commissioner Keehn 5 min.
The Justice and Courage Project is designed to establish a seamless services delivery to those experiencing domestic violence.
Explanatory documents provided in packet.
Action: To approve the 2003-2004 goals of the Justice and Courage Project
- c. Budget Assignment List Executive Director Taylor-McGhee 10 min.
Review the list of assignments from the January 30, 2004 Commission Retreat regarding advocacy on the Department's budget.
Explanatory documents in packet
Action: To assign a timeline to each assignment
Action: To make reassignments, as needed, to the Budget Assignment List
- d. Committees of the Commission City Attorney Paula Jesson 5 min.
City Attorney Jesson will review Sunshine Ordinance requirements governing commission committees.
Explanatory documents provided in packet.
- e. Girls Committee President Shorter 5 min.
Action: To re-establish a committee regarding girls issues
- f. Resolutions Executive Director Taylor-McGhee 3 min.
Distribution of resolutions previously adopted by the Commission for review and signature for Faith Fancher, Other Minds and the Women's Foundation.
- g. Strategic Plan Executive Director Taylor-McGhee 10 min.
Action: To assign a Commissioner to each area of the Strategic Plan.
- h. Healthy Californians Biomonitoring Program Senior Policy Analyst Donnola 5 min.
Update on the Healthy Californians Biomonitoring Program, SB 1168 by Senator Ortiz
SB1168 would create a statewide biomonitoring program to monitor body fluids such as blood, urine and breast milk to measure pollutants and harmful chemicals.
Explanatory documents provided in packet.
Action: To support SB 1168 through a letter of support

8. NEW BUSINESS

DISCUSSION/ACTION

- a. Violence Against Women (VAW) Funding Committee Panel 10 min.
President Shorter
Action: To assign two Commissioners to serve on the VAW RFP Review Panel
- b. Plight of Homeless Women in Shelter Ms. Jakkee Bryson 3 min.
Ms. Bryson will give a report on the issues regarding women in San Francisco homeless shelters.
- c. California Clean Money Campaign Executive Director Taylor-McGhee 5 min.
Executive Director Susan Lerner will present the work of the Campaign to educate Californians about campaign finance issues at the state level.
Action: To support the California Clean Money Campaign

9. REPORTS

DISCUSSION

- a. Evaluation Update Commissioner Murase 3 min.
Review the status of the Performance Evaluation process for the Executive Director
- b. Justice and Courage Update Commissioner Keehn 5 min.
Discuss Chief Fong and District Attorney Meeting
- c. Updated Protocol Flow Charts President Shorter 2 min.
The protocol flow charts outline the point of contacts between the Commission and the Department.

10. CLOSED SESSION**DISCUSSION/ACTION**

20 min.

- a. Public Comment on all matters pertaining to the Closed Session
- b. Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Public Employee Performance Evaluation: Executive Director Belle Taylor-McGhee
- c. Disclose any or all discussions

Action: Vote to elect whether to discuss any or all discussions held in closed session (San Francisco Administrative Code Section 67.12 a.)

11. PUBLIC COMMENT**DISCUSSION**

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

12. ADJOURNMENT**ACTION**

2 min.

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CAROLINE MARKS
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ANGELA WILLIAMS
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COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco Minutes

Wednesday, March 24, 2004
5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Vice President Juanita Miles
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Emily Murase
Commissioner Angela Williams

Staff Present

Belle Taylor-McGhee, Executive Director
Rosario Navarrete, Deputy Director
Bernice Casey, Executive Assistant

1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:09 p.m.

Roll call. Commissioner Keehn arrived at 5:22 p.m.

No public comment.

2. ADOPTION OF AGENDA

Commissioner Murase moved that item 9. a., the Evaluation Update under Reports, be removed and that the Closed Session be postponed to a later meeting.

m/s/c (Marks/Miles/Unanimous)

Action: Amended the agenda for the COSW Meeting, Wednesday, March 24, 2004

m/s/c (Miles/Marks/Unanimous)

Action: Adopted agenda for the COSW Meeting, Wednesday, March 24, 2004.

No public comment.

3. APPROVAL OF MINUTES

Commissioner Williams requested Supervisor Peskin's name be corrected in the minutes.

DOCUMENTS DEPT

MAY 18 2004

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Commissioner Keehn requested Supervisor Ammiano's name be corrected in the minutes.

The Commission discussed how to make the minutes more concise and more reflective of the meetings.

m/s/c (Murase/Miles/Unanimous)

Action: Approved amended minutes for the COSW Meeting held Thursday, February 19, 2004.

No public comment.

4. PRESIDENT'S REPORT

President Shorter acknowledged the work on the membership drive for Friends of the Commission on the Status of Women done by Commissioner Williams. She also recognized Commissioner Marks' past contributions to the Friends.

President Shorter discussed the staff meeting that she and Vice President Miles attended on Tuesday, March 15, 2004, at the Department on the Status of Women. The meeting provided an opportunity to check-in with staff and to discuss about ways to improve communication between the Commission and the Department. She thanked staff for their time and ideas.

Vice President Miles also thanked the staff and suggested that each Commissioner attend a Department staff meeting sometime in the near future.

Executive Director Belle Taylor-McGhee said that she would send out an e-mail of available dates for Commissioners to attend upcoming staff meetings which are held weekly on Tuesdays from 9:00 to 10:30 a.m.

No public comment.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Taylor-McGhee directed the Commission to the most recent memo from the Mayor's Office regarding the budget and said she would provide updates as they became available.

Executive Director Taylor-McGhee said that the meetings on Monday, March 22, 2004, between members of the Justice and Courage Oversight Panel and Acting Chief of Police Health Fong and with District Attorney Kamala Harris went well. One of the major concerns discussed was how the Domestic Violence Module will be integrated into the JUSTIS, the computer warehouse that will link all criminal justice agencies, and what training and resources will be available to ensure that the system works.

The Executive Director informed the Commission of her interview last week by Jack Hanson of Comcast for two five-minute segments to air in April on domestic violence and budget issues. She also was able to successfully pitch an op-ed piece with the Bay Area BusinessWoman newspaper on Commissioner Miles story of survival of domestic abuse in the paper's May issue. Ms. Taylor-McGhee stated this is an excellent outreach opportunity for the Commission and will send a powerful message about the importance of preserving domestic violence services. The Executive Director reported she was invited to participate in the Young Women's Health Conference on Wednesday, March 10, 2004, by Senator Jackie Speier. She said this was the second year she has served on the Women of Inspiration Panel.

The Executive Director also discussed staff's activities over the past month. Policy Analyst Carol Sacco worked a resource table for the Department at the 4th Annual Young Women's Health Conference on Wednesday, March 10th. She provided information about the Girls Report, and she also distributed the "Respect is What's Sexy" posters in Chinese, Spanish and English. Ms. Sacco continues to attend the Women and Girls Health Advisory Committee.

The Department held a bidders conference on March 15, 2004, to review the Request for Qualifications (RFQ) for the Violence Against Women (VAW) Program funding cycle for 04-07. The conference was attended by representatives from 20 community-based organizations. The Department reviewed the RFQ guidelines and requirements and answered questions from participants. RFQ applications are due to the Department by 5:00 p.m. on March 31st. Senior Policy Analyst Caroline Donnola, Deputy Director Rosario Navarrette and Policy Analyst Carol Sacco coordinated the conference.

Commissioner Marks asked how agencies would know about the posting for the RFQ and where the Department had posted the information about the RFQ.

Deputy Director Navarrette reviewed the process the Department has followed.

Vice President Miles asked if the Commission could have a better idea of which agencies had been contacted and if the Department had done outreach to agencies not currently part of the VAW Program.

Executive Secretary Bernice Casey explained that the cost of public notices in mainstream press had prevented the Department from posting it publicly, but she said she would provide the Commission with a list of who had been contacted.

The Executive Director acknowledged Deputy Director Navarrette presentation on domestic violence and the impact on women and children for the Sheriff's Department's Resolve to Stop the Violence Project (RSVP), Victim Restoration Program at the county jail in San Bruno on March 3, 2004, which received very positive feedback. Ms. Navarrette also attended the Lifetime Television, Stop Violence Week in Washington, D.C. March 8-12, 2004. As the Co-Chair of Alianza (the National Latino Alliance for the Eradication of Domestic Violence), she presented an award from Alianza to actor and activist Victor Rivers at a reception hosted by the Congressional Hispanic Caucus and Lifetime Television.

Executive Director Taylor-McGhee reported that Executive Secretary Casey attended the Women as Peacemakers & Peacekeepers event on March 7, 2004, which was sponsored by the Women's Building to highlight the Afghan Women's International Association. On Saturday, March 20, 2004, Executive Secretary Casey attended the 11th annual UCSF Women's Health Conference and attended workshops that covered topics on lesbian health to women's health disparity in the Bay Area.

Commissioner Marks asked that the Commission be reminded of community events so that Commissioners could also participate in community outreach.

President Shorter asked that the Commissioners contact her regarding community events, and stated that she would refer those comments to the Department.

No public comment.

CONSENT AGENDA

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6. CONSENT AGENDA

- a. Resolution for Commissioner Valerie Tulier

m/s/c (Murase/Miles/Shorter/Williams/Marks) (Keehn-Abstains)

Action: Recognized, with a resolution, the contributions of Commissioner Valerie Tulier.

m/s/c (Marks/Miles/Unanimous)

Action: Approved Commissioner Keehn's abstention.

No public comment.

- b. Resolution for a human rights center

Mr. Bill Hough, a member of the Human Rights and Environment Committee, presented background on the community-based human rights research, education and training center dedicated to the memory of Philip and Sala Burton at the Presidio National Park.

m/s/c (Murase/Keehn/Unanimous)

Action: Approved a resolution in support of the human rights center.

No public comment.

7. OLD BUSINESS

- a. Closed Session from 2/19/04

m/s/c (Miles/Williams/Unanimous)

Action: Voted not disclose discussions held regarding Agenda Item No. 9 in the Closed Session conducted at the February 19, 2004, Commission meeting regarding the Public Employee Performance Evaluation of Executive Director Belle Taylor-McGhee. Government Code section 54957.1(a) (2) and San Francisco Administrative Code section 67.12 (b) (2).

No public comment.

- b. Justice and Courage Project

Commissioner Keehn informed the Commission that the wrong explanatory documents had been provided in the Commission packet for the 2003-2004 goals of the Justice and Courage Project. She requested that this item be moved to next month's agenda.

No public comment.

c. Budget Assignment List

President Shorter reviewed the list of assignments from the January 30, 2004, Commission Retreat.

Commissioner Keehn and President Shorter agreed to undertake Commissioner Tulier's assignment to work on a letter writing campaign on budget issues.

Beverly Upton, from San Francisco Domestic Violence Consortium (DVC), discussed the work her agency had been doing around the budget. The Consortium has appeared before the Budget Committee and had written letters to Mayor Newsom regarding cuts to the Department. She invited everyone to attend the April 8th DVC meeting.

President Shorter suggested assigning a timeline for each assignment at a later date when the budget process becomes more heightened.

m/s/c (Keehn/Williams/Unanimous)

Action: Made reassignments to the Budget Assignment List.

No public comment.

d. Committees of the Commission

City Attorney Paula Jesson reviewed the Sunshine Ordinance requirements governing commission committees. Ms. Jesson reviewed Passive Meeting Body, Policy Body and Advisory Committees. She informed the Commission, in accordance to the Sunshine Ordinance, the Commission must treat Committees that it creates in the same way Commission meetings are treated.

Commissioner Murase asked that references to Executive Committee not be included in future Commission documentation, and that the Commission be aware of the responsibilities that go with creating committees.

No public comment.

e. Girls Committee

Commissioner Keehn provided the Commission with historical background of the Commission's work on task forces created by the Department.

President Shorter suggested establishing a committee, and in the later months, develop the function of the committee and its membership.

Executive Director Taylor-McGhee asked that the committee complement the work already done on girls by the Commission and the Department.

m/s/c (Marks/Miles/Unanimous)

Action: Re-established a committee on girls' issues.

No public comment.

f. Resolutions

Executive Director Taylor-McGhee informed the Commission that resolutions previously adopted by the Commission for Faith Fancher, Other Minds and the Women's Foundation were being circulated for signature. She asked that the signed resolutions be given to Executive Secretary Casey.

Commissioner Murase left at 6:25 p.m.

No public comment.

g. Strategic Plan

Executive Director Taylor-McGhee asked that this item be tabled until the next COSW meeting so that a copy of the Strategic Plan can be sent to each Commissioner for review.

No public comment.

h. Healthy Californians Biomonitoring Program

Executive Director Taylor-McGhee read a memo prepared by Senior Policy Analyst Donnola that stated that Healthy Californians Biomonitoring Program, SB 1168 by Senator Ortiz is a rewritten version of the original. The bill will go before the Senate Health Committee today, March 24, 2004. She reported that the funding as well as some new language are the main changes to the bill, which attempts to refer people to services if they are tested and are found to have high levels of toxins in their systems. The Executive Director said that Senior Policy Analyst Donnola had called Ms. Barbara Brenner and asked for her input. Barbara Brenner continues to have problems with the bill and told Ms. Donnola that Breast Cancer Action is not endorsing the revised version of this bill as she believes that the bill pays lip service to helping women who are tested but provides no support if indeed high level of toxins are found.

Commissioner Marks suggested having opposing views present at the next Commission meeting. She asked that the Breast Cancer Fund and Senator Ortiz's Office be contacted and asked to present at the next meeting. She asked the Department to provide speakers who oppose the bill.

No public comment.

8. NEW BUSINESS

a. Violence Against Women (VAW) Funding Committee

President Shorter asked for volunteers to serve on the VAW Funding Committee.

m/s/c (Keehn/Miles/Unanimous)

Action: Assigned President Shorter and Commissioner Williams to serve on the VAW Funding Committee.

President Shorter requested that a copy of the VAW timeline be sent to Commissioner Williams and herself.

No public comment.

b. Plight of Homeless Women in Shelter

Ms. Jakkee Bryson spoke to the Commission on issues regarding women in San Francisco's homeless shelters. Specifically, she expressed her concerns about transgendered women sharing living space with biological women in homeless shelters. Ms. Bryson said that she had brought her concerns to the Human Rights Commission, but did not feel she had been heard. She insisted that the decision to house transgendered women and biological women together in homeless shelters had been made without a public hearing. Ms. Bryson said she had brought similar concerns to the Commission in 1998 and 2000.

President Shorter said that the Commission would research the historical record and make inquiries about the current situation and get back to Ms. Bryson with its findings. She thanked Ms. Bryson for her testimony.

No public comment.

b. California Clean Money Campaign

Executive Director Susan Lerner presented the work of the California Clean Money Campaign. She said that the main focus of the Campaign was to educate Californians about campaign finance issues at the state level. Ms. Lerner discussed how the process had worked in Arizona and in Maine. She said that public financed campaigns encourage more women to run for office.

m/s/c (Keehn/Marks/Shorter/Miles) (Williams Abstains)

Action: Support the California Clean Money Campaign.

m/s/c (Keehn/Shorter/Unanimous)

Action: Approved Commissioner Williams's abstention.

No public comment.

9. REPORTS

a. Justice and Courage Update

Commissioner Keehn discussed the meetings with Acting Chief Fong and District Attorney Harris. She asked the Department send an official invitation to Chief Fong and District Attorney Harris to attend the April 28, 2004, Commission meeting. She also asked that an invitation be extended to Fire Chief Hayes-White.

No public comment.

b. Updated Protocol Flow Charts

President Shorter asked the Executive Committee be removed from the protocol flow charts.

No public comment.

10. PUBLIC COMMENT

No public comment.

11. ADJOURNMENT

m/s/c (Marks/Miles/Unanimous)

Action: Meeting adjourned at 7:45 p.m.

No public comment.

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(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact Donna Hall, Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854, email: Donna.Hall@sfgov.org. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

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City & County of San Francisco

Commission on the Status of Women

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ANDREA SHORTER
President

JUANITA MILES
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

CAROLINE MARKS
Commissioner

EMILY MURASE
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Agenda

Wednesday, April 28, 2004

5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

DOCUMENTS DEPARTMENT

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Commissioner Carolene Marks

Vice President Juanita Miles

Commissioner Emily Murase

Commissioner Andrea Evans

Commissioner Angela Williams

Commissioner Dorka Keehn

- | | | |
|--|---|---------|
| 1. CALL TO ORDER/ROLL CALL | ACTION | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | 2 min. |
| COSW Meeting held Wednesday, March 24, 2004
Explanatory document - Draft Minutes | | |
| 4. PRESIDENT'S REPORT | DISCUSSION | 5 min. |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | 1 min. |
| 6. NEW BUSINESS | DISCUSSION/ACTION | |
| a. San Francisco City and County Fire Department Chief Hayes-White | | 15 min. |
| Chief Hayes-White will discuss the status of women in the fire department. | | |
| b. San Francisco's District Attorney's Office | District Attorney Harris | 15 min. |
| District Attorney Harris will discuss the status of women and girls within the criminal justice system in San Francisco. | | |
| c. Violence Against Women (VAW) Programs | Senior Policy Analyst Donnola | 15 min. |
| Based on input from the VAW Review Committee, the VAW Funding Committee will submit funding recommendations for the 2004-2007 funding period.
Explanatory documents provided. | | |
| Action: To approve the recommendations of the VAW Funding Committee to fund agencies for the 2004-2007 funding allocation period. | | |
| d. Community Advisory Council | Priscilla J. Banks, Community Programs Coordinator
Judith Luce, M.D. | 5 min. |
| The Community Advisory Council will work with the Women's Breast Care Program at San Francisco General Hospital to help the Program continue to meet its goals and objectives. | | |
| Action: To appoint a Commissioner to serve on the Community Advisory Council. | | |

Ms. Dunn will discuss the alleged sexual harassment at the JP Morgan Chase building by Guardsmark Security.

Action: To write a letter to of concern to JP Morgan Chase and Guardsmark regarding the alleged sexual harassment.

CONSENT AGENDA

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There are no items for the consent agenda.

7. OLD BUSINESS

DISCUSSION/ACTION

a. Justice and Courage Project

Commissioner Keehn

5 min.

The Justice and Courage Project is designed to implement the recommendations outlined in the *Justice & Courage Report: A Blueprint for San Francisco's Response to Domestic Violence*.

Explanatory documents provided in packet.

Action: To approve the 2003-2004 goals of the Justice and Courage Project.

b. Girls Committee

President Shorter

5 min.

The Commission will discuss the vision and make-up of the Girls Committee and the public outreach.

c. Healthy Californians Biomonitoring Program

Representative from Senator Ortiz's Office

5 min.

Lori Low, Breast Cancer Fund

5 min.

Update on the Healthy Californians Biomonitoring Program, SB 1168.

SB1168 would create a statewide biomonitoring program to monitor body fluids such as blood, urine and breast milk to measure pollutants and harmful chemicals.

Explanatory documents provided in packet.

Action: To support SB 1168 with a letter of support.

8. REPORTS

DISCUSSION

2 min.

a. CEDAW Report

Commissioner Murase

9. CLOSED SESSION

DISCUSSION/ACTION

20 min.

a. Public Comment on all matters pertaining to the Closed Session

b. Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Public Employment: Nomination of Candidate(s)

Title: Executive Director

c. Disclose any or all discussions

Action: To disclose any or all discussion regarding the Closed Session.

10. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

11. ADJOURNMENT

ACTION

2 min.

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DORKA KEEHN
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CAROLENE MARKS
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ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Agenda *M notes*

Wednesday, April 28, 2004

5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Vice President Juanita Miles
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Emily Murase
Commissioner Angela Williams

Staff Present

Rosario Navarrette, Deputy Director
Bernice Casey, Executive Assistant
Caroline Donnola, Senior Policy Analyst
Carol Sacco, Policy Analyst

1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:05 p.m.

Commissioner Keehn arrived at 5:12 p.m.

No public comment.

2. ADOPTION OF AGENDA

Vice President Miles asked that the agenda be modified to ensure that Chief Hayes-White and District Attorney Harris are able to present when they arrive.

m/s/c (Marks/Murase/Unanimous)

Action: Adopted agenda for the COSW Meeting, Wednesday, April 28, 2004.

President Shorter reminded the public to fill out Public Speaker cards if they wanted to address the Commission and were not on the agenda. She reminded everyone to turn their cell phones off.

No public comment.

3. APPROVAL OF MINUTES

m/s/c (Murase/Miles/Marks/Shorter/Williams) (Evan-Abstains)

Action: Approved amended minutes for the COSW Meeting held Wednesday, March 24, 2004.

No public comment.

4. PRESIDENT'S REPORT

President Shorter reported on her meeting with San Francisco Unified School District Superintendent Arlene Ackerman and her staff on April 21, 2004 regarding sexual harassment in the school district and the media coverage of that harassment. Ms. Shorter believed that this meeting was the first of many between the school district and the Commission as they work together to insure the safety of all San Franciscans. Within the school district, an advisory council has come together to address the issue of sexual harassment in the school system and to discuss strategies of prevention. President Shorter thinks it would be helpful to have a Commissioner on the advisory council. She invited the Commission to attend the next council meeting which will be held May 5, 2004.

No public comment.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Belle Taylor-McGhee was absent. The Commission read Ms. Taylor-McGhee's report.

Commissioner Marks asked when the check from Verizon would be presented.

Deputy Director Rosario Navarrette explained that the \$40,000.00 had already been presented two years ago to the Friends of the Commission on the Status of Women. Ms. Navarrette said that a press conference would be held in May around the cell-phone donation campaign. She said the date for the press conference had not been set.

No public comment.

6. NEW BUSINESS

c. Violence Against Women (VAW) Programs

Senior Policy Analyst Caroline Donnola reviewed the process for the funding cycle Fiscal Year 2004-2007. She reported that on April 16, 2004, an independent Expert Review Panel presented their findings and gave their recommendations on the proposals submitted for funding for the Requests for Funding (RFQ). Ms. Donnola said the recommendations from the Review Panel were submitted to the Funding Committee which was made up of both Department staff and Commissioners. She reported that the Funding Committee could only reverse findings of the Expert Review Panel if the Funding Committee came to a unanimous decision.

Ms. Donnola informed the Commission that the Panel had also made recommendations about the RFQ process. She referred the Commission to the materials provided under Tab 4 in the Commission packets. Ms. Donnola reminded the Commission that the directive from the Mayor's Office was to prioritize emergency and critical services in the next funding cycle. The Panel recommended to the Funding Committee that monies be set aside to do outreach to both the African-American and Latina community because there are not currently programs which provide population specific services to those communities.

President Shorter asked that the Commission and public hold their questions for Ms. Donnola for a later time so that Chief Hayes-White could speak.

a. San Francisco City and County Fire Department Chief Hayes-White

President Shorter welcomed Chief Hayes-White and congratulated the Chief on her appointment.

Chief Hayes-White thanked the President and the Commission for the invitation to speak before them. The Chief gave a brief history of her 14 years of service with the San Francisco Fire Department (SFFD). She was one of the first ten women hired in the SFFD. The Chief reported to the Commission that there is 13% female

representation in the uniformed ranks, which is one of the highest in the country. Chief Hayes-White reviewed her first one hundred days in office and discussed the challenges facing all City agencies in the future due to budget constraints. Chief Hayes-White shared with the Commission the impact individual female firefighters have had over the year on San Francisco as well as the contributions of all firefighters. The Chief believes that the fire department has made a lot of head-way in setting the tone that the fire department is about professionalism, accountability and appropriate behavior. Chief Hayes-White discussed the issue of sexual harassment in the fire department. She stated that one of the missions of the fire department was to provide a work environment free of all types of harassment.

Commissioner Marks thanked Chief Hayes-White for her presentation and her attentiveness to issues important to women and girls in San Francisco.

Commissioner Keehn asked Chief Hayes-White what she believed to be the toughest issues facing women in the fire department and what the fire department was doing around recruitment.

Chief Hayes-White said that one issue facing the women is being in a workforce that is predominantly male-dominated and non-traditional. She said that many of the women coming into the fire department have undergraduate degrees and are very educated which allows SFFD to provide a higher quality of service to the public. The Chief believed that there was still work to be done in creating a more respectful work environment. Chief Hayes-White talked about the physical agility test that was adopted two years ago, which is more demanding with a lower amount of women passing. She believes the test is very job related. The Chief believes more women can pass the test but more mentoring needs to be done on the front end. Since February, the SFFD has been providing mentoring services to people who want to participate in the physical agility test.

Commissioner Keehn asked the Chief if a goal had been set to have a certain number of women in the fire department.

Chief Hayes-White said that no goal has been set. She would like to maintain that current numbers and have them continue to grow.

Commissioner Murase discussed the work the CEDAW Committee had done on gender analysis with city agencies. Ms. Murase used the example of Department of Public Works (DPW) which has women employed in non-traditional positions and their mentoring program with women on staff. Commissioner Murase thanked the Chief for bringing up the issue of sexual harassment and offered the services of the Commission and the Department to combat that issue. She asked Chief Hayes-White to submit any openings at SFFD to the Department's Job Library.

Chief Hayes-White told the Commission about an employee program called UFSW, United Fire Service Women. UFSW is a working group that acts as a support network with branches of study groups that have 50% participation.

Vice President Miles asked what the outreach to women of color has been.

Chief Hayes-White said she would also like to see more people of color in the fire department. She said that 2% of the 13% of women in the SFFD are African-American women with a total African-American representation in the department of 10%. Chief Hayes-White is working with Black Firefighters Association in starting a youth firefighter academy in Bayview.

President Shorter thanked Chief Hayes-White for coming.

Ken Theisen, a member of the public, asked the Chief if SFFD employees received any specialized training on sexual assault and domestic violence.

Chief Hayes-White said that type of training has been included in SFFD curriculum.

No public comment.

c. Violence Against Women (VAW) Programs

Senior Policy Analyst Donnola resumed her presentation. She asked the Commissioners if they had any questions.

Commissioner Marks asked if this issue had to be voted on tonight or if it could be postponed to the next meeting.

Ms. Donnola reviewed the timeframe to get the contracts approved through the City system so that funding will be available July 1, 2004. She informed the Commissioners that if they did not vote on this issue at this month's meeting that they would have to hold a special meeting because the May 20, 2004 Commission meeting would not allot enough time to complete the process by the July 1, 2004 start date.

President Shorter thanked Ms. Donnola and asked her to postpone the rest of the presentation until after District Attorney Harris had presented.

b. San Francisco's District Attorney's Office

President Shorter thanked District Attorney Harris for coming to speak before the Commission and speaking to the issues raised by the Commission.

District Attorney Harris discussed the work she has done in the past and is currently doing around the issues of violence and women and children. District Attorney Harris talked about the work being done to assist sexually exploited youth in San Francisco. District Attorney Harris stressed the importance of leveraging relationships between the private and public sectors, in particular in times of budget constraints.

Ms. Harris explained the purpose of the work done by the juvenile division of her office as being weighted on rehabilitation and not punishment. The District Attorney referred to *A Report on Girls in San Francisco, Benchmarks for the Future* and the statistics surrounding girls in San Francisco in the juvenile justice system. Ms. Harris discussed the types of crimes girls are now being charged with and how that should be a cause for concern. The District Attorney stated that girls who come into the system are often pregnant or will become pregnant and require additional resources and education around family-planning and parenting.

District Attorney Harris said that 58% of the primary attorneys in her office when she took office were men and 67% of the managing attorneys were men. She reported that on May 1, 2004, when her reorganization takes effect, 60% of the managing attorney will be women.

Commissioner Murase said she was glad to see a more female-focused staff at the District Attorney's office especially in regards to rape and sexual assault cases.

District Attorney told the Commission that there was a direct correlation of more women being part of law enforcement and domestic violence being treated as a crime.

Vice President Miles asked if a victim was allowed to see the perpetrator once he had been incarcerated.

District Attorney Harris said there was currently not a policy which addressed this issue. She said that more emphasis needs to be placed on rehabilitating the men instead of just punishing them as more women do go back to the perpetrator.

Commissioner Keehn asked about the criminalization of young sex workers and if there had been a change where the john was now being charged with sexual assault.

District Attorney Harris said that her perspective is the johns and pimps should be prosecuted not the worker. She believes another line of attack is through legislation.

Commissioner Marks thanked the District Attorney for coming and asked that District Attorney to work in partnership with other departments and agencies to ensure that the women and girls of San Francisco were receiving the services they need and were not falling through the cracks.

District Attorney Harris asked the Commission to advocate on her department's behalf in the face of the current budget cuts. She believes that when staff from her office is cut the City and County of San Francisco will be facing a serious public service issue.

Commissioner Keehn said that the Justice and Courage Panel will be meeting with the Mayor to discuss its priorities and advocating for the District Attorney's Office is one of them.

President Shorter thanked the District Attorney for coming and the work she is doing around violence against women.

No public comment.

c. Violence Against Women (VAW) Program

Ms. Donnola returned to the podium to answer questions from the Commission.

Commissioner Marks asked who was on the independent Review Panel and how they were selected. Commissioner Marks wanted reassurance that SFWAR (San Francisco Women Against Rape) had adhered to guidelines set by the Department and whether the community was satisfied to that effect. Commissioner Marks asked if it was still possible for Women in Dialogue to receive funding based as an outcome of any presentations at this meeting.

Ms. Donnola reviewed the process of selecting an independent Review Panel. She said the Panel was made up of people who were independent of the Department, the Commission and all agencies who had submitted proposals. Ms. Donnola said that the process included reaching out to individuals who have experience dealing with human services, domestic violence, sexual assault and women and children. She told the Commission that all participants on the panel had to sign a Conflict of Interest statement and were instructed to review the proposals on face value. Ms. Donnola explained the use of the score sheet in rating the submissions for compliance.

Commissioner Marks asked again if the names of the individuals on the panel could be provided at a later time. Commissioner Marks again asked if SFWAR had adhered to some of the requirements and the suggestions that were made to them by the Department on behalf of the community. She asked if anyone was monitoring the agency.

President Shorter said that those questions were addressed during the Funding Committee process, which she and Commissioner Williams served on. President Shorter said that according to the Department staff, SFWAR is complying with all Department requests at this time.

Vice President Miles asked for some clarification on the \$30,000.00 set aside for outreach.

President Shorter stated that the funds would be used to do outreach to specific community populations to help them become more involved in the funding process.

Commissioner Evans asked if there were specific groups that would receive the \$30,000.00.

President Shorter said there were not specific groups in mind at this time.

Commissioner Williams moved to accept the VAW Funding Committee's recommendations. Commissioner Marks seconded.

Deputy Director Navarrette explained that the amounts allotted for agencies are not necessarily the amounts requested but the amounts which fell within budget.

President Shorter reminded the public that there was a two-minute limit for public comment.

Public Comment.

Rachel West, the co-coordinator of In Defense of Prostitute Women's Safety Project, asked the Commission to re-instate the grant of \$10,000.00 for Women in Dialogue. Ms. West discussed the work her agency has done and said her agency was the only funded agency that provided advocacy to sex workers. She said that over the past six years Women in Dialogue has provided all correspondence requested by the Department in a timely manner and has never been late. Ms. West provided some background of the work Women in Dialogue does and gave each of the Commissioners documentation outlining their view on the RFQ process between Women in Dialogue and the Department on the Status of Women. She urged the Commission to take time to review the packet of information and the appeal from the community which is upset about the cut to Women in Dialogue. Ms. West also asked the Commission to consider the timeline which she believes outlines the errors on the part of the Department in the RFQ process.

Dr. Ruth Todasco, representing Women in Dialogue, discussed the history of Women in Dialogue with the Department and the Commission. Dr. Todasco said that there was a new requirement in the information packet for the RFQ which was not made to stand out. She said they worked very hard to meet all the requirements of the RFQ. Dr. Todasco said she received the minutes of the Bidder's Conference on March 29, 2004, two days before the applications were due and had received no advance notice of the Bidder's Conference. She said in the past her organization had been notified by e-mail and by post about the Bidder's Conference but this time only received a call on the day of the Bidder's Conference on March 15, 2004. Dr. Todasco asked that even if there was a rule in place for completeness of application that rule should be revisited if there was a bureaucratic error by the Department. She requested that their grant be reinstated.

Chandra Redack has worked with Women in Dialogue for the six years it has been funded by the Commission. Ms. Redack discussed the work being done by Women in Dialogue on a grass-root level. She said that all the funding was used to help the clients and discussed the volunteer outreach being done. Ms. Redack asked that the funding be reinstated.

President Shorter thanked the speakers and emphasized that neither members of the Commission nor the Department were questioning the merits of Women in Dialogue. She asked that the speakers speak to the specifics of the RFQ process.

Nedra Ruiz, an attorney, has worked with staff members from In Defense of Prostitute Women's Safety Project for over twenty years. She talked about the work done to reduce violence against sex workers for the past two decades. Ms. Ruiz urged the Commission to reinstate the grant.

Lori Nairne, a nurse, works with In Defense of Prostitute Women's Safety Project. She emphasized that the organization did not get notice of the Bidder's Conference. Ms. Nairne said that the checklist provided by the Department did not highlight any new requirements. She said that an e-mail that was six months old was used to notify them about the Bidder's Conference.

Avaren Ipsen, a graduate student at UC Berkeley, asked the Commission to re-instate the \$10,000.00 grant and shared stories illustrating the importance of work being done by Women in Dialogue.

Steven Chester from Coalition on Homelessness asked the Commission to re-instate the \$10, 0000.00 grant.

Norma Tecson from the Filipino-American Employment & Training Center thanked the Commission for the work it has done. Ms. Tecson said that her agency had been unable to submit its response to the RFQ because a City agency failed to provide a letter of reference which was one of the RFQ requirements. She asked that a special hearing be held so she could present the problem in detail to the Commission.

President Shorter thanked Ms. Tecson and asked her to provide written documentation to the Commission on the matter.

Mihoko Kochi from Crossroads Women's Center read a letter of support for Women in Dialogue to the Commission.

Andre Rucker asked the Commission to re-instate the \$10,000.00 grant. He stressed the importance of the work being done by Women in Dialogue in outreach to victims of violence.

President Shorter thanked all the speakers for their comments. She said that she had been apprised of the situation on Tuesday, April 27, 2004 and had spoken to representatives from Supervisor Tom Ammiano's office regarding the issue. President Shorter said that the Commission would need to check facts from both sides to see what actually occurred.

Commission Murase asked if there was a staff response.

Ms. Donnola said that there was a great deal of details to go through and that it could take some time.

Commissioner Keehn asked if that discussion could take place at a later time.

Rachel West asked that the meeting be a public one so that Women in Dialogue could present.

Ms. Donnola reviewed the timeline with the Commission. She explained that if the Commission did not vote on the funding recommendations at this meeting, the contracts would not be in place by July 1, 2004. She reviewed the contract process with the Commission.

President Shorter said the Commission had not determined if the review process had failed. She said there was no commitment, at this point, to fund Women in Dialogue and that any decision made had to be fair to all applicants.

m/s/c (Williams/Marks/Murase/Keehn/Evans/Shorter/Miles) (Marks Abstains)

Action: Approved the recommendations of the VAW Funding Committee to fund agencies for the 2004-2007 funding allocation period.

Commissioner Marks expressed concerns regarding SFWAR and wanted to get feedback from the community to ensure that SFWAR was in compliance.

m/s/c (Keehn/Shorter/Evans/Miles/Murase/Williams)

Action: Approved Commissioner Marks' abstention.

Vice President Miles asked Ms. Donnola to act as point person to set up a meeting between the Commission and Women in Dialogue.

No public comment.

d. Community Advisory Council

Community Programs Coordinator Priscilla J. Banks and Dr. Judith Luce from the Women's Breast Care Program at San Francisco General Hospital gave a presentation on the Community Advisory Council. Dr. Luce gave an overview of the cancer treatment programs at San Francisco General. Dr. Luce and Ms. Banks asked that one of the Commissioners serve on the Community Advisory Council. Ms. Banks reviewed the job duties and time commitment the position would entail.

m/s/c (Shorter/Williams/Unanimous)

Action: Appointed Commissioner Marks to serve on the Community Advisory Council.

No public comment.

e. Sexual Harassment

Megan Dunn, from SEIU Local 24/7 and Chuks Oluka presented information on the alleged sexual harassment at the JP Morgan Chase building by Guardsmark Security. Mr. Oluka shared his story of working at the JP Morgan Chase building and the stories of some of the women who worked there.

m/s/c (Miles/Keehn/Unanimous)

Action: To write a letter of concern to JP Morgan Chase, Guardsmark and SFMOMA regarding the alleged sexual harassment.

No public comment.

CONSENT AGENDA

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There are no items for the consent agenda.

7. OLD BUSINESS

a. Justice and Courage Project

b. Girls Committee

m/s/c (Miles/Murase/Unanimous)

Action: Moved Old Business items a) and b) to May 20, 2004 Commission Agenda.

No public comment.

c. Healthy Californians Biomonitoring Program

Lori Low from the Breast Cancer Fund thanked the Commission for allowing her to come and speak before them. She read a letter from Senator Ortiz in support of SB 1168. Ms. Ortiz gave the Commission an update on the Healthy Californians Biomonitoring Program, SB 1168. She talked about the revision of SB 689 to the current SB 1168 and the impacts it will have on all Californians.

m/s/c (Marks/Keehn/Unanimous)

Action: To support SB 1168 with a letter of support.

No public comment.

7. REPORTS

a. CEDAW Report

Commissioner Murase announced the next CEDAW meeting would be on June 2 from 2:00 and 4:00 p.m. Commissioner Murase gave a synopsis of the Juvenile Justice Summit.

No public comment.

9. CLOSED SESSION

President Shorter informed the public that the Commission would be moving into Closed Session.

No public comment.

The Closed Session was pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Public Employment: Nomination of Candidate(s)
Title: Executive Director

Commissioner Evans and Marks asked that the staff be informed of the decision as soon as the Mayor approves the nomination.

m/s/c (Williams/Shorter/Unanimous)

Action: To disclose any or all discussion regarding the Closed Session.

No public comment.

10. PUBLIC COMMENT

No public comment.

11. ADJOURNMENT

President Shorter adjourned the meeting at 8:02 p.m.

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Commissioner

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN DOCUMENTS DEPT City and County of San Francisco

Agenda

Thursday, May 20, 2004

4:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

MAY 17 2004

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PUBLIC LIBRARY

Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Commissioner Carolene Marks

Vice President Juanita Miles

Commissioner Dorka Keehn

Commissioner Andrea Evans

Commissioner Angela Williams

- | | | |
|--|---|---------|
| 1. CALL TO ORDER/ROLL CALL | ACTION | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | 2 min. |
| 3. OLD BUSINESS | DISCUSSION | |
| a. Review of the RFQ Process | Representatives from Women in Dialogue
Representatives from DOSW | 30 min. |
| To listen to testimony on the Violence Against Women (VAW) Programs RFQ process for Fiscal Years 2004-2007. | | |
| 4. PUBLIC COMMENT | DISCUSSION | 2 min. |
| <i>(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)</i> | | |
| 5. ADJOURNMENT | ACTION | 2 min. |

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05/20/04

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COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Agenda

Thursday, May 20, 2004
5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

DOCUMENTS DEPT.

MAY 17 2004

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Commissioner Angela Williams

1. CALL TO ORDER/ROLL CALL ACTION 1 min.
2. ADOPTION OF AGENDA ACTION 2 min.
3. APPROVAL OF MINUTES ACTION 2 min.
COSW Meeting held Wednesday, April 28, 2004
Explanatory document - Draft Minutes
4. PRESIDENT'S REPORT DISCUSSION 5 min.
5. EXECUTIVE DIRECTOR'S REPORT DISCUSSION 1 min.
6. NEW BUSINESS DISCUSSION/ACTION 5 min.
a. Relay for Life: American Cancer Society Mabel Chan
Ms. Chan will make a presentation about the upcoming relay and how the Commission can participate in the event.

CONSENT AGENDA

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There are no items for the consent agenda.

7. OLD BUSINESS

- a. Girls Committee

DISCUSSION/ACTION

President Shorter

5 min.

Regular COSW Meeting

05/20/04

Page 1 of 3

The Commission will discuss the vision and make-up of the Girls Committee and the public outreach.

- 8. CLOSED SESSION** **DISCUSSION/ACTION** 20 min.
- a. Public Comment on all matters pertaining to the Closed Session
 - b. Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Public Employment: Nomination of Candidate(s)
Title: Executive Director
 - c. Disclose any or all discussions
Action: To disclose any or all discussion regarding the Closed Session.

- 9. PUBLIC COMMENT** **DISCUSSION** 2 min.
- (This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)*

- 10. ADJOURNMENT** **ACTION** 2 min.

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COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

≡ Minutes

Thursday, May 20, 2004

5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Commissioner Andrea Evans
Commissioner Carolene Marks
Commissioner Angela Williams

Staff Present

Bernice Casey, Executive Assistant
Caroline Donnola, Senior Policy Analyst
Justine McGonagle, Justice & Courage Coordinator
Carol Sacco, Policy Analyst

1. CALL TO ORDER/ROLL CALL

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President Shorter called the meeting to order at 5:15 p.m.

JUL 29 2004

No public comment.

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2. ADOPTION OF AGENDA

Executive Assistant Bernice Casey informed the Commission that Executive Director Belle Taylor-McGhee would not be in attendance and that the Executive Director's Report was in the Commissioners' packets for their review. Ms. Casey also informed the Commission that Ms. Chan of the American Cancer Society would be unable to present at this evening's meeting and would be presenting next month.

m/s/c (Marks/Williams/Unanimous)

Action: Adopted agenda for COSW Meeting, May 20, 2004.

No public comment.

3. APPROVAL OF MINUTES

m/s/c (Williams/Evans/Unanimous)

Action: Approved minutes from COSW Meeting, April 28, 2004.

No public comment.

4. PRESIDENT'S REPORT

President Shorter thanked Vice President Miles for sharing her story of domestic violence with the Bay Area through an article in Bay Area BusinessWomen written by Ms. Taylor-McGhee. President Shorter said the story

provided a historical record of how far domestic violence services have come over the years and the importance of continuing to support such services.

5. EXECUTIVE DIRECTOR'S REPORT

The Executive Director's Report was made available in written form to the Commission.

No public comment.

6. NEW BUSINESS

a. Relay for Life: American Cancer Society

Mabel Chan from the American Cancer Society was unable to attend the meeting. Ms. Chan will make her presentation at the June COSW Meeting.

Public Comment.

Norma Tecson expressed her concerns regarding representation in the Filipino community. Ms. Tecson talked about women's issues and women's development in the Filipino community. She said that it was important for this community to have the support of the Commission. Ms. Tecson asked the Commission for their help.

Commissioner Marks moved to add to next month's calendar an action item that would allow the Department on the Status of Women to reissue a RFQ in the amount of \$10,000.00 so that Women in Dialogue could re-apply for funding. Commissioner Evans seconded the motion. President Shorter voted in favor of the motion. Commissioner Williams voted against the motion. Motion failed.

No public comment.

CONSENT AGENDA

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There are no items for the consent agenda.

7. OLD BUSINESS

a. Girls Committee

President Shorter talked about Supervisor Bevan Dufty's follow-up Girls Hearing. She had spoken to Supervisor Dufty about his ideas for the hearing. President Shorter discussed her concerns about the large number of African-American girls within the juvenile justice system in San Francisco.

Public Comment.

Rachel West from Women in Dialogue said that her organization would be appearing next week before the Board of Supervisors and that Supervisor Ammiano was willing to introduce a resolution before the Board in support of her organization. Ms. West asked the Commission to put forth another motion of support for her organization.

She asked the Commission to recognize how many organizations had submitted testimony to the Commission on behalf of Women in Dialogue.

Lori Nairne, from In Defense of Prostitute Women's Safety, said she echoed the words of Rachel West. Ms. Nairne discussed the economical reasons her organization needed the funding. She asked the Commission to reconsider the motion and not to ignore Commissioner Marks.

Chandra Redack thanked Commissioner Marks for her support and told Commissioner Williams that she was hurting the very women that helped her get into her position as Commissioner. Ms. Redack said that the \$10,000.00 was rightfully theirs and should be given to them. She said the money had been earmarked for her organization and that they had done everything required of them to get the funding.

Ruth Todasco said that the motion must be added to the agenda as the project was a worthy one. She gave some historic background on the importance of this work and how it had impacted other communities. Ms. Todasco felt that their work was being brushed aside and the work which had been put forth was being undermined.

Norma Tecson asked that her organization be added to the next agenda and stressed the importance of including the Filipino community. Ms. Tecson said that it was an important mission of the Commission to include her organization. She stressed the need to have a partnership.

8. CLOSED SESSION

- a. Public Comment on all matters pertaining to the Closed Session

No public comment.

- b. Closed Session pursuant to Government Code Section 54957 (b) and San Francisco Administrative Code Section 67.10 (b): Public Employment: Nomination of Candidate(s)
Title: Executive Director

- c. Disclose any or all discussions regarding the Closed Session.

m/s/c (Williams/Evans/Unanimous)

Action: To disclose that a list of nominees for an Interim Executive Director had been submitted to the Mayor.

No public comment.

9. PUBLIC COMMENT

No public comment.

10. ADJOURNMENT

President Shorter adjourned the meeting at 6:02 p.m.

No public comment.

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ANDREA SHORTER
President

JUANITA MILES
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN DOCUMENTS DEPT. City and County of San Francisco

Agenda

Wednesday, June 23, 2004
5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Commissioner Dorka Keehn

Vice President Juanita Miles

Commissioner Carolene Marks

Commissioner Andrea Evans

Commissioner Angela Williams

- | | | |
|---|--------------------|---------|
| 1. CALL TO ORDER/ROLL CALL | ACTION | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | 2 min. |
| 3. APPROVAL OF MINUTES
COSW Meeting held Thursday, May 20, 2004
Explanatory document - Draft Minutes | ACTION | 2 min. |
| 4. PRESIDENT'S REPORT | DISCUSSION | 5 min. |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | 5 min. |
| 6. NEW BUSINESS | DISCUSSION/ACTION | |
| a. Relay for Life: American Cancer Society
Ms. Chan will make a presentation about the upcoming relay and how the Commission can participate in the event. | Mabel Chan | 5 min. |
| b. Department of Child Support Services
Ms. Duncan will discuss the type of services provided by her department and their new branch offices. | Beatrice Duncan | 5 min. |
| c. Domestic Violence Services
Ms. Levine will discuss the therapeutic services provided by her and her partner around domestic violence. | Sarena Levine | 10 min. |
| d. Meeting with Mayor
To discussion collaboration with the Mayor's Office regarding women's issues. | Commissioner Keehn | 5 min. |

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Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

7. CONSENT AGENDA	DISCUSSION/ACTION	5 min.
a. Resolution for Emily Murase	President Shorter	
Action: To approve a resolution recognizing the contributions of former Commissioner Emily Murase.		

b. Resolution for Dr. Catherine M. Smallwood	Commissioner Marks	2 min.
Action: To approve a resolution recognizing the contributions of Dr. Smallwood.		

9. OLD BUSINESS	DISCUSSION/ACTION	
a. Justice and Courage Project	Commissioner Keehn	5 min.
The Justice and Courage Project is designed to implement the recommendations outlined in the <i>Justice & Courage Report: A Blueprint for San Francisco's Response to Domestic Violence</i> . Explanatory documents provided in packet. Action: To approve the 2003-2004 goals of the Justice and Courage Project.		

b. Strategic Plan	President Shorter	10 min.
The Strategic Plan outlines the goals of the Department and the Commission throughout the fiscal year. Action: To assign Commissioners to each part of the Strategic Plan. Action: To establish the next CEDAW meeting.		

10. PUBLIC COMMENT	DISCUSSION	2 min.
<i>(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)</i>		

11. ADJOURNMENT	ACTION	2 min.
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COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Minutes

Wednesday, June 23, 2004

5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Vice President Juanita Miles
Commissioner Andrea Evans
Commissioner Dorka Keen
Commissioner Carolene Marks
Commissioner Angela Williams

Staff Present

Executive Director Belle Taylor-McGhee
Deputy Director Rosario Navarrette
Executive Assistant Bernice Casey
Senior Policy Analyst Caroline Donnola
Policy Analyst Carol Sacco

1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:16 p.m.

No public comment.

2. ADOPTION OF AGENDA

m/s/c (Marks/Williams/Unanimous)

Action: Adopted agenda for COSW Meeting, June 23, 2004.

No public comment.

3. APPROVAL OF MINUTES

m/s/c (Williams/Evans/Unanimous)

Action: Approved minutes from COSW Meeting, May 20, 2004.

No public comment.

4. PRESIDENT'S REPORT

President Shorter acknowledged the Executive Director and informed the public that this would be the Executive Director's last meeting. Ms. Shorter thanked her for her efforts and wished her well. Ms. Shorter discussed her testimony at the June 8th Human Rights Commission (HRC) hearing on girls' issues. She said that she and Policy Analyst Carol Sacco heard testimony about moving forward on some of the same issues heard at the October 2003 Girls Hearing sponsored by the Commission and the Department on the Status of Women. One of the issues

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highlighted was the incarceration rates of African-American female youths in San Francisco. Ms. Shorter said there would be follow up testimony on the Girls and the Law hearings. Ms. Shorter acknowledged the work done by the Commission to assist the Department during the budget preparation.

No public comment.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Taylor-McGhee informed the Commission that the Department would be presenting to the Board of Supervisors' Budget Committee tomorrow, June 24, 2004 and Thursday, July 1, 2004. At this time, the Department has not experienced the proposed 15% cut. Ms. Taylor-McGhee told the Commission that no funded agencies would experience a cut. Board of Supervisors' Budget Analyst Harvey Rose has proposed a cut in the Department's travel budget of \$1,000.00 and the collapse of the Office of Administrative Services (OAS) support of human resource services of over \$20,000.00. With the loss of Human Resources representative Ann Courtright in March, the Department has been working with the OAS to process all human resource issues. Ms. Taylor-McGhee explained to the Commission that if the Department lost the OAS support those tasks would have to be absorbed by staff. She said that the Department would challenge these cuts.

Ms. Taylor-McGhee told the Commission that the Violence Against Women (VAW) Request for Qualifications (RFQ) for \$30,000.00 is due on June 30, 2004. This funding is designated specifically to reach underserved and marginalized populations.

The Executive Director let the Commission know that the Justice and Courage Oversight Panel would be losing Quita Keller, Susan Leal and her within the month. Ms. Taylor-McGhee thanked Ms. Keller and Ms. Leal for their contributions.

Ms. Taylor-McGhee thanked the staff for their work during her two year time with the Department. She said she had a lot of respect for staff and appreciated their assistance.

Vice President Miles thanked Ms. Taylor-McGhee for her work. Ms. Miles said she had developed a relationship between herself and Ms. Taylor-McGhee. She said she really appreciated the work done by Ms. McGhee and was glad she was moving on to bigger and better things.

President Shorter wished Ms. Taylor-McGhee well. Ms. Shorter told the Commission that the budget hearing would be held tomorrow at 10:00 a.m. She said that she would be attending.

Public Comment.

Beverly Upton thanked Ms. Taylor-McGhee for her work. Ms. Upton said that the domestic violence community had sent letters of support to the Mayor, the Board of Supervisors and the Budget Committee. Ms. Upton provided the Commission with copies of those letters. She thanked the Commission for helping to ensure that services remained uncut.

President Shorter thanked Ms. Upton for her support on behalf of the women and children of San Francisco. Ms. Shorter said that she had received phone calls of support from all over California during the budget crisis and the concern of a possible merger of the Department with another City department. People from Los Angeles, Orange, San Diego and from all over California called the Commission and the Mayor's Office to voice their support for the Department.

President Shorter suggested moving the Consent Agenda before New Business on the Agenda.

Vice President Miles also asked that Domestic Violence Services under New Business be moved to the beginning of New Business.

m/s/c Shorter/Marks/Unanimous

Action: Moved Consent Agenda before New Business.

No public comment.

CONSENT AGENDA

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6. CONSENT AGENDA

- a. Resolution for Emily Murase
- b. Resolution for Dr. Catherine M. Smallwood

m/s/c Miles/Marks/Unanimous

Action: Approves a resolution recognizing the contributions of former Commissioner Emily Murase and a resolution recognizing the contributions of Dr. Smallwood.

President Shorter read the resolution for Commissioner Murase into the record. She thanked Emily Murase for her contributions and presented her with the resolution.

Ms. Murase thanked her family, the Commission, the Department and the community.

Commissioner Marks thanked Ms. Murase and said that her presence on the Commission was missed.

Commissioner Keehn thanked Ms. Murase for her work on the Commission and in the community.

Vice President Miles said that Ms. Murase was missed. She thanked her for her work on Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

President Shorter acknowledged the work of Dr. Smallwood and read her resolution into the record.

No public comment.

7. NEW BUSINESS

- c. Domestic Violence Services

Sarena Levine from AVACA (Abuse, Violence & Anger Cessation Alliance) provided the Commission with some background about her organization. Ms. Levine contacted Vice President Miles after reading her story in the Bay Area Businesswomen Weekly. Her partner, Carl Hovdey spoke to the Commission about his extensive history of working with abusers. He spoke about a new approach in therapy that their agency was utilizing.

Vice President Miles asked what the approach was and how it was different from other therapeutic approaches.

Mr. Hovdey said that the base of this approach came from the belief that all people at their core are healthy and have good judgment. This approach has people examine their patterns of thought to see that they have been conditioned. The approach has participants learn to drop their resistance to change and look at the conditioning. He said that once the resistance is down real work can begin. Participants are able to take this knowledge with them and share it with others.

Vice President Miles asked how the Commission can help AVACA.

Mr. Hovdey asked if he could think about it and get back to the Commission.

Commissioner Keehn asked if they had a relationship with the Family Violence Prevention Fund and Domestic Violence Consortium.

Mr. Hovdey said he had a relationship with those organizations and was connecting with other members of the community.

Commissioner Marks asked where their funding came from.

Mr. Hovdey informed the Commission that there was a sliding scale but no one was turned away.

President Shorter thanked Ms. Levine and Mr. Hovdey for presenting.

No public comment.

a. Relay for Life: American Cancer Society

Ms. Chan from the American Cancer Society informed the Commission of the Relay for Life on August 7th and 8th in San Francisco at George Washington High School. She gave the Commission the history of the Relay for Life and let them know how the funds raised were used. Ms. Chan provided the Commission with pamphlets, teddy bears and a video explaining the event.

Commissioner Marks asked the cost of the event.

Ms. Chan said it was \$100.00 and it was open to the public.

President Shorter thanked Ms. Chan for her time.

No public comment.

b. Department of Child Support Services

Beatrice Duncan gave the Commission some background about her organization. The Department of Child Support Services was under the District Attorney's Office but new state legislation created the Department separate from the D.A.'s Office. Ms. Duncan told the Commission about the new centers her office had opened in both the Mission and Bayview/Hunters Point districts. She said that the Bayview area had the highest case load.

Commissioner Evans asked where the drop-in center in the Bayview was located.

Ms. Duncan said it was at 1350 Evans. She said that there were nine counselors at the Bayview branch and three at the Mission branch.

Commissioner Keehn asked how the Commission could be of assistance.

Ms. Duncan asked to have a list of resources.

Commissioner Keehn said that the Department would forward a list of the funded agencies.

Ms. Duncan recognized the contributions of Dr. Smallwood.

Commissioner Williams asked the number of clients being served by Ms. Duncan's department.

Ms. Duncan said it was approximately 25,000 a year.

No public comment.

d. Meeting with Mayor

Commissioner Keehn discussed the upcoming July 7th meeting with Mayor Newsom on women's issues. She asked the Commission for feedback on what should be discussed at the meeting and who from the community should be invited. Ms. Keehn listed economics, violence, health care and CEDAW.

Commissioner Marks suggested housing.

Executive Director Belle Taylor-McGhee suggested expanding the definition of violence.

Commissioner Williams suggested economic development and its ties to domestic violence and why women stay. She also suggested HIV and other health issues.

Commissioner Keehn asked for suggestions on who should be invited to the meeting.

Commissioner Williams suggested extending an invitation to Planned Parenthood.

Executive Director Belle Taylor-McGhee asked what the goal of the meeting would be.

Commissioner Keehn said the meeting would focus on what women's issues the City wanted to address. She said it would be an opportunity to narrow the issues down.

Public Comment.

Sarena Levine suggested looking at heart disease.

Deputy Director Navarrette suggested looking at women in a holistic manner. She stressed the importance of looking strategically at women's lives. She also suggested diabetes, public education and heart disease.

President Shorter said it was important to articulate what has already been done by covering the history of both the Commission and the Department. She stressed the importance of illustrating where the Commission and the Department have already had an impact. Ms. Shorter suggested coming to the meeting with an inventory.

Commissioner Marks said it was important to define a goal of what we want to achieve. She said that it was important to get a commitment from the Mayor's Office on women's issues.

8. OLD BUSINESS

a. Justice and Courage Project

Commissioner Keehn said that the Oversight Panel is looking for new individuals to serve on the Panel. She thanked the Department for arranging the meeting between the Courts. Ms. Keehn said that goals of the Justice and Courage Project were the same as they were introduced at the January retreat.

m/s/c Shorter/Keehn/Unanimous

Action: Approved the 2003-2004 goals of the Justice and Courage Project.

No public comment.

b. Strategic Plan

President Shorter reviewed the Strategic Plan and asked Commissioners what portions of the Strategic Plan they would like to work on for the next fiscal year.

Commissioner Evans said she would work on the budget.

Commissioner Williams said she would work on CEDAW.

Commissioner Keehn said she would work on VAW Programs and the Justice and Courage Project.

President Shorter said she would work on Girls and that she would take on Leadership until she could ask Vice President Miles if she would like to work in that area again.

Commissioner Marks said she would work on health.

Commissioner Williams said she would work on the Friends.

m/s/c Shorter/Keehn/Unanimous

Action: Assigned Commissioners to each part of the Strategic Plan.

Commissioner Williams said she would need some time to prepare for the next CEDAW meeting and asked that the meeting time be set at another time. The action to establish the next CEDAW meeting was postponed until the July 28, 2004 COSW meeting.

No public comment.

9. PUBLIC COMMENT

No public comment.

10. ADJOURNMENT

President Shorter adjourned the meeting at 6:47 p.m.

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Regular COSW Meeting

06/23/04

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Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact Donna Hall, Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854, email: Donna.Hall@sfgov.org. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

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City & County of San Francisco Commission on the Status of Women

25 Van Ness, Suite 130, San Francisco, CA 94102
<http://www.sfgov.org/cosw>

(415) 252-2570 FAX (415) 252-2575
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ANDREA SHORTER
President

JUANITA MILES
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

ANGELA WILLIAMS
Commissioner

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Agenda

Wednesday, July 28, 2004

5:00 P.M.

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

DOCUMENTS DEPT

JUL 23 2004

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Juanita Miles

Commissioner Andrea Evans

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Angela Williams

Total Estimated Meeting Time: 104 min.

- | | | |
|--|----------------------------|---------|
| 1. CALL TO ORDER/ROLL CALL | ACTION | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | 2 min. |
| COSW Meeting held Wednesday, June 23, 2004
Explanatory document - Draft Minutes | | |
| 4. PRESIDENT'S REPORT | DISCUSSION | 5 min. |
| a. Introduction and Welcome of the New Executive Director, Emily M. Murase, PhD. | | |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | 5 min. |
| 6. NEW BUSINESS | DISCUSSION/ACTION | |
| a. Incompatible Activities Statement | Deputy Director Navarrette | 10 min. |

In November 2003, the voters of San Francisco adopted Proposition E, which revised and updated the City's conflict of interest laws. Proposition E took effect on December 5, 2003. Among the significant changes that Proposition E made was to require all City departments, boards, and commissions to develop statements identifying "incompatible activities."

Action: To approve the Commission's Incompatible Activities Statement.

- b. Violence Against Women (VAW) Programs Senior Policy Analyst Donnola 15 min.

Based on input from the VAW Review Panel, the VAW Funding Committee will submit recommendations for the Prevention, Education & Training for Underserved Populations category for the 2004-2007 funding period. Explanatory documents provided.

Action: To approve the recommendations of the VAW Funding Committee for the 2004-2007 funding allocation period.

- c. Booths Used for Illegal Sexual Activity President Shorter 10 min.

Discuss District Attorney Kamala Harris's position on booths used for sexual activity.

Action: To send a letter to District Attorney Harris supporting her position.

- d. Investigation of Police Misconduct at the San Francisco International Airport President Shorter 10 min.

Discuss charges brought by Chief Fong regarding a police officer's conduct at the San Francisco International Airport on February 29, 2004.

Action: To send a letter to Chief Fong supporting her position.

- e. Nomination of Commission Officers for 2004-2005 President Shorter 5 min.

The Commission will nominate a President and Vice President. Elections will be held at the August 25, 2004 Commission meeting.

Action: To nominate a President and Vice President for 2004-2005.

- f. Women's Meeting with Mayor Newsom President Shorter 10 min.

On July 14th, members of the Commission, the Department, women-focused agencies and other women leaders were invited to meet with Mayor Newsom to discuss the following items and their impact on the women and girls of San Francisco: budget cuts, housing, child-care, minority/women/locally-owned business ordinance and domestic violence.

Action: To adopt next steps, including the possible formation of task forces with the Mayor's Office, the City Attorney and District Attorney, Supervisors and/or other agencies regarding:

- 1. Women and Employment**
- 2. Status of Women in San Francisco Government**
- 3. Prostitution**
- 4. Child Care**

CONSENT AGENDA

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7. CONSENT AGENDA

DISCUSSION/ACTION

10 min

- a. Resolution in Support of AB 2404: Equal Opportunity in Community Athletic Programs

President Shorter

Explanatory documents attached.

Action: To approve a resolution in support of AB 2404.

- b. Resolution Recognizing DOSW Deputy Director Rosario Navarrette

President Shorter

Action: To approve a resolution recognizing Rosario Navarrette's service as Interim Director and Deputy Director.

- c. Letter to Governor Schwarzenegger

President Shorter

Action: To send a letter to Governor Schwarzenegger expressing concern over his use of the term "Girly-Men".

- d. Letter to Education Secretary Riordan

President Shorter

Action: To send a letter to Education Secretary Riordan expressing concern over his comments to a Santa Barbara girl about her name.

8. REPORTS

DISCUSSION/ACTION

- a. Justice and Courage

President Shorter

5 min.

Explanatory documents on nominees, Supervisor Fiona Ma, Marissa Dagdagan and Emily Murase, to serve on the Justice & Courage Oversight Panel.

Action: To approve new panel members for the Justice & Courage Oversight Panel.

- b. CEDAW

Commissioner Williams

5 min.

Action: To calendar the next CEDAW meeting.

- c. Friends

Commissioner Williams

5 min.

Discussion of the July 22, 2004 Friends of the Commission on the Status of Women meeting.

9. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

10. ADJOURNMENT

ACTION

2 min.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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(Chapter 67 of the San Francisco Administrative Code)

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San Francisco Commission on the Status of Women

July 28,, 2004 Regular Meeting

COMMISSION ON THE STATUS OF WOMEN

City and County of San

Francisco

Minutes

DOCUMENTS DEPT.

Wednesday, July 28, 2004

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5:00 P.M.

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City Hall, Room

408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA

94102

Members Present

Staff Present

President Andrea Shorter
Director Emily M. Murase, PhD

Executive

Commissioner Andrea Evans
Deputy Director Rosario Navarrette

Commissioner Carolene Marks
Executive Assistant Bernice Casey

Commissioner Angela Williams
Senior Policy Analyst Caroline Donnola

Justice & Courage Coordinator Justine McGonagle

Policy Analyst Carol Sacco

1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:05 p.m.

Vice President Miles and Commissioner Keehn were excused.

2. ADOPTION OF AGENDA

President Shorter moved that following changes be made in the agenda.

She asked that the President's Report and the Executive Director's Report be heard after the Consent Agenda. Under New Business, President Shorter asked that items c & d be move to the Consent Agenda and item f be postponed until the August 25, 2004 Commission meeting.

Public Comment

Jakkee Bryson asked to be heard regarding the disgraceful conditions at the Next Door shelter.

President Shorter asked if Ms. Bryson had public comment regarding the agenda and further explained that public comment could be heard during each agenda item if it pertained to that item.

m/s/c (Marks/Williams/Unanimous)

Action: Adopted amended agenda for COSW Meeting, July 28, 2004.

3. APPROVAL OF MINUTES

Commissioner Marks submitted grammatical changes to the Minutes to Executive Secretary.

m/s/c (Shorter/Williams/Unanimous)

Action: Approved amended Minutes from COSW Meeting, June 23, 2004.

No public comment.

4. NEW BUSINESS

a. Incompatible Activities Statement

Deputy Director Navarrette gave an overview of the Incompatibilities Activities Statement and the requirements of Proposition E which required all City commissions to develop such statements.

City Attorney Paula Jesson reviewed the sections of the Statement with the Commissioners.

President Shorter asked what the differences were between the Statement currently under the Commission's consideration and current local and state policies on conflict of interest. Ms. Shorter asked if the Statements would differ with each City department and commission.

City Attorney Paula Jesson said the Statement could be different for each City department and commission as the Incompatible Activities Statement was a place for each department and commission to decide what it felt were activities of incompatibility. Ms. Jesson explained that while some of the policies were already covered within existing law that the Statement went into more specific of what the Commission deemed to be conflict of interest.

The Commission discussed the possibility of conflict of interest when a Commissioner worked or volunteered for an agency that applied for or received monies from the Department on the Status of Women.

City Attorney Jesson reviewed some additional suggested changes within the Statement.

President Shorter asked if there were additional edits and changes that needed to be made when could those changes be made.

Deputy Director Navarrette suggested that the Commission wait to receive feedback from the Ethics Commission after it had submitted its Statement to see if the Ethics Commission makes any additional edits or changes.

City Attorney Jesson informed the Commission that it could make changes or edits at anytime.

Executive Secretary Casey read into record the changes that the Commission had made to its Incompatible Activities Statement.

Public Comment

Jakkee Bryson asked the Commission where to find the materials in discussion.

President Shorter directed Ms. Bryson to the location of the materials.

m/s/c (Marks/Williams/Unanimous)

Action: Approved the Commission's Incompatible Activities Statement

b. Violence Against Women (VAW) Programs

Senior Policy Analyst Caroline Donnola gave a brief report from the Funding Committee regarding RFQ submissions for the Prevention, Education & Training for Underserved Populations category for the 2004-2007 funding period. The independent

Review Panel approved seven of the eight proposals for funding. Ms. Donnola told the Commission that the Funding Committee recommended the following allocations: 1) \$15,000.00 to Women in Dialogue for the "In Defense of Prostitute Women's Safety" project to fund outreach efforts and to support their infrastructure; 2) \$10,000.00 to the Institute on Aging for the "Preventing Domestic Violence in Late Life" project for training workshops to clergy and service providers about domestic violence and its impact on at-risk elders; and 3) \$5,000.00 to the Arab Cultural and Community Center for "The Women's Program: Domestic Violence Awareness Campaign," which would produce a bilingual brochure in English and Arabic on domestic violence prevention and available services.

Commissioner Marks asked if the Department would encounter similar problems with Arab Cultural and Community Center as it had with San Francisco Women Against Rape in the past.

President Shorter thanked Commissioner Marks for her question but stated there was no evidence to suggest that there were any efforts by the Arab Cultural and Community Center to do anything that would impact the community in a negative manner.

Commissioner Marks asked if the Arab Cultural and Community Center had an anti-Israel policy.

Ms. Donnola reported that to her knowledge it did not.

Commissioner Williams asked how many people would be served by these grants.

Ms. Donnola said that she did not bring that information with her but would provide it to the Commission at a later time.

m/s/c (Williams/Evans/Unanimous)

Action: Approved the recommendations of the VAW Funding Committee for the 2004-2007 funding allocation period.

No public comment.

c. Nomination of Commission Officers for 2004-2005

President Shorter asked the Commission for nominations for a President and Vice President.

Commissioner Williams nominated President Shorter for another term as President of the Commission.

President Shorter accepted the nomination and thanked the Commission. President Shorter nominated Commissioner Williams for Vice President. President Shorter asked if there were any other nominations to be put forward.

Commissioner Williams accepted the nomination.

No public comment.

CONSENT AGENDA

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5. CONSENT AGENDA

m/s/c (Marks/Williams/Unanimous)

Resolved, That this Commission is in support of AB 2404: Equal Opportunity in Community Athletic Programs.

RES. NO. 2004-009

Resolved, That this Commission recognizes the service of Deputy Director Rosario Navarrette.

RES. NO. 2004-010

Action: Approved sending a letter to Governor Schwarzenegger expressing concern over his use of the term "Girlie-Men" and asking him to publicly apologize.

Action: Approved sending a letter to Education Secretary Riordan expressing concern over his comments to a Santa Barbaragirl about her name.

Action: Approved sending a letter to District Attorney Harris supporting her position over on booths used for illegal sexual activity.

Action: Approved sending a letter to Chief Fong supporting her position on charges she brought on a police officer regarding his conduct at the San Francisco International Airport on February 29, 2004.

Public Comment

Rachel West asked that before the Commission took a position on the booths used for illegal sexual activity that the Commission gets the view of the women working in the booths. Ms. West said she would be happy to ask the women in her network their thoughts and report back to the Commission.

Beckie Masaki acknowledged the contributions made by Rosario Navarrette and thanked her for her service and contributions to the community. Ms. Masaki also welcomed Emily Murase as the new Executive Director.

Beverly Upton thanked Rosario Navarrette for her work and leadership on behalf the

domestic violence community. Ms. Upton also asked that the Commission recognize Governor Schwarzenegger work with the Parole Board on releasing women from prison who were imprisoned for killing an abuser.

President Shorter asked the Department to draft a letter to the Governor recognizing the positive work he has done on behalf of women.

Commissioner Marks departed at 5:56 p.m. There was no longer a quorum of the Commission.

6. PRESIDENT'S REPORT

President Shorter welcomed Executive Director Emily Murase and gave a brief synopsis of the contributions made by Ms. Murase while serving on the Commission. Ms. Shorter said she was confident in the abilities of Ms. Murase to move the Department and the Commission forward.

President Shorter gave a brief background on the meeting with the Mayor regarding a variety of priority issues facing women in San Francisco.

President Shorter also discussed the Board of Supervisor hearings which took place in July that focused on the high arrest rates of African-American girls in San Francisco.

7. EXECUTIVE DIRECTOR'S REPORT

Executive Director Emily Murase summarized her written report for the Commission. She acknowledged the work being done by the Department staff.

Ms. Murase introduced the new VAW Grants Administrator Michelle Turner and gave a brief background of Ms. Turner's experience.

Ms. Murase talked about the work being done by the Department to address the issues brought to its attention by a member of the public, Jakkee Bryson.

Commissioner Williams thanked Ms. Murase for her report. Ms. Williams clarified that the Friend's recruiting event had been moved to Monday, August 23rd to One Market restaurant.

Public Comment

Beckie Masaki discussed the upcoming events scheduled for October: Domestic Violence Month. She asked the events be collaborated and coordinated with each other.

Ms. Brsyon asked for clarification about what was being done by the Department on issues she had raised.

Executive Assistant Casey summarized the efforts being undertaken by the Department. She explained that she was working with the Human Rights Commission (HRC) to develop a timeline of issues raised by Ms. Bryson and how and if said issues were addressed.

Ms. Bryson asked when HRC was contacted.

Ms. Casey gave background on the July 21, 2004 meeting.

Ms. Bryson said she would wait until Public Comment to make additional comments.

8. REPORTS

a. Justice and Courage

President Shorter moved the item to the next meeting as there was no longer a quorum.

b. CEDAW

Commissioner Williams gave a brief report of the work being done to set up the next CEDAW Committee meeting. She provided the Commission and the public with a handout breaking the work of CEDAW down in five parts. Ms. Williams would like to schedule the first Committee meeting on September 1, 2004.

c. Friends

Commissioner Williams gave the Commission an overview of the July 22, 2004 Friends of the Commission on the Status of Women meeting. She asked the Commission to provide her with names of people who might be interested in attending the Friends event on August 23, 2004.

9. PUBLIC COMMENT

Jakkee Bryson reported to the Commission conditions at Next Door shelter. Ms. Bryson said that one toilet was non-operational and other toilet stalls had no doors. Ms. Bryson indicated that she had filed complaints on these issues with the Mayor's Office of Disability and the Department of Building Inspections. Ms. Bryson also expressed her concerns with sharing the shower room with transgender people. She also expressed the opaque shower curtains in the shower room. Ms. Bryson said she was concerned as well about sharing sleeping and living space with transgender people.

President Shorter said the Commission was moving forward with the complaints brought forth by Ms. Bryson and was doing everything within its power to be proactive change. Ms. Shorter said it was her goal to resolve the issues and to not have to have Ms. Bryson come back as often as she has in the past.

**10.
ADJOURNMENT**

The meeting ended at 6:45 p.m. There was not a quorum.

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ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Agenda

Wednesday, August 25, 2004

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Juanita Miles

Commissioner Andrea Evans

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Angela Williams

Total Estimated Meeting Time: 99 min.

- | | | | |
|--------------------------------|------------|--|--------|
| 1. CALL TO ORDER/ROLL CALL | ACTION | | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | DOCUMENTS DEPT. | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | AUG 23 2004 | 2 min. |
| | | COSW Meeting held Wednesday, July 28, 2004 | |
| | | Review Action Items from July 28, 2004 Meeting | |
| | | Explanatory document - Draft Minutes | |
| | | SAN FRANCISCO PUBLIC LIBRARY | |
| | | 08-23 04A10:30 RCVD | |
| 4. PRESIDENT'S REPORT | DISCUSSION | | 5 min. |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | | 5 min. |

CONSENT AGENDA

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- | | | |
|--|-------------------|--------|
| 6. CONSENT AGENDA | DISCUSSION/ACTION | 10 min |
| a. Resolution Recognizing August as California Breastfeeding Awareness Month | | |

Action: Approve a resolution recognizing August as California Breastfeeding Awareness Month and proclaiming August as Breastfeeding Awareness Month in San Francisco.

- b. Resolution Recognizing the new National Coalition of 100 Black Women Inc., San Francisco Chapter.

Action: Approve a resolution recognizing the new National Coalition of 100 Black Women Inc., San Francisco Chapter

- c. Resolution Recognizing Equality Day, August 26

Action: Approve a resolution recognizing Equality Day

- d. Resolution Supporting Emergency Legislation to Create a Disadvantaged Business Enterprise Contracting Program

Action: Approve a resolution supporting emergency legislation to create a Disadvantaged Business Enterprise Contracting Program

- e. Letter to President Omar Hassan al-Bashir of Sudan Urging him not to Allow Women to be Used as Weapons of War

Action: Approve a letter to President al-Bashir of Sudan expressing concern about acts of violence against women as a weapon of war in the Darfur conflict and urging him to take action and to protect the women and girls of Darfur.

- f. Letter of Support for AB 358 CEDAW and State Government

Action: Approve a letter of support to Assemblyperson Jackson urging the passing of AB 358.

7. NEW BUSINESS

DISCUSSION/ACTION

- a. California State Labor Commission Attorney Miles Locker 10 min.

Mr. Locker of the California State Labor Commission will talk about the history of the labor dispute between the San Francisco exotic dancers and club owners and managers and the legal implications.

- b. Lack of Protection for Homeless Women Carolyn Ritchie 10 min.

Ms. Ritchie will speak about the lack of protection for women in SRO hotels and those who live on the street. Ms. Ritchie will discuss providing separate space for women.

- c. Women's Audio Mission Ms. Terri Winston 10 min.

Ms. Winston will discuss the lack of female representation at the upcoming Audio Engineering Society's conference this October.

- d. Election of Commission Officers for 2004-2005 President Shorter 10 min.

On the July 28, 2004 Commission Meeting, Commissioner Shorter was nominated for President of the Commission and Commissioner Williams was nominated for Vice President.

Action: To elect a President and Vice President for 2004-2005.

- e. Women's Meeting with Mayor Newsom Commissioner Keehn 10 min.

On July 14th, members of the Commission, the Department, women-focused agencies and other women leaders were invited to meet with Mayor Newsom to discuss the following items and their impact on the women and girls

of San Francisco: budget cuts, housing, child-care, minority/women/locally-owned business ordinance and domestic violence.

Action: To adopt next steps, including the possible formation of task forces with the Mayor's Office, the City Attorney and District Attorney, Supervisors and/or other agencies regarding:

1. Women and Employment
2. Status of Women in San Francisco Government
3. Sex Industry Workers
4. Child Care

- f. Site Visit Policy President Shorter 5 min.

Explanatory document attached.

8. OLD BUSINESS

- a. Transgender People on Women's Floors in Homeless Shelters 5 min.
Jakkee Bryson

9. REPORTS

DISCUSSION/ACTION

- a. Justice and Courage President Shorter 5 min.

Explanatory documents on nominees to serve on the Justice & Courage Oversight Panel: Supervisor Fiona Ma and Emily Murase

Action: To approve new panel members for the Justice & Courage Oversight Panel.

- b. CEDAW Commissioner Williams 5 min.

10. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

11. ADJOURNMENT

ACTION

2 min.

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Regular COSW Meeting

08/25/04

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San Francisco Commission on the Status of Women

August 25, 2004 Meeting-No Quorum

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Meeting Cancelled

Wednesday, August 25, 2004

5:00 P.M.

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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The regularly scheduled Commission on the Status of Women's August 25, 2004 meeting was not held for lack of quorum.

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ANDREA SHORTER
President

JUANITA MILES
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

CAROLINE MARKS
Commissioner

ANGELA WILLIAMS
Commissioner

COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Agenda

Thursday, September 9, 2004
10:00 AM

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Juanita Miles

Commissioner Andrea Evans

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Angela Williams

Total Estimated Meeting Time: 59 min.

- | | | |
|----------------------------|--------|--------|
| 1. CALL TO ORDER/ROLL CALL | ACTION | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | 2 min. |

COSW Meeting held Wednesday, July 28, 2004
Review Action Items from July 28, 2004 Meeting
Explanatory document - Draft Minutes

- | | | |
|--------------------------------|------------|--------|
| 4. PRESIDENT'S REPORT | DISCUSSION | 5 min. |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | 5 min. |

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

- | | | |
|-------------------|-------------------|--------|
| 6. CONSENT AGENDA | DISCUSSION/ACTION | 10 min |
|-------------------|-------------------|--------|

- a. Resolution Supporting Emergency Legislation to Create a Disadvantaged Business Enterprise Contracting Program

Action: Approve a resolution supporting emergency legislation to create a Disadvantaged Business Enterprise Contracting Program

- b. Letter to President Omar Hassan al-Bashir of Sudan Urging him not to Allow Women to be Used as Weapons of War

Action: Approve a letter to President al-Bashir of Sudan expressing concern about acts of violence against women as a weapon of war in the Darfur conflict and urging him to take action and to protect the women and girls of Darfur.

- c. Resolution Supporting the Making Strides Against Breast Cancer Walk in Golden Gate Park on Saturday, October 23, 2004

Action: Approve a resolution supporting the Making Strides Against Breast Cancer Walk in Golden Gate Park on Saturday, October 23, 2004.

- d. Letter of Support to New York State Senator Tom Duane for his Introduction of the Equal Rights Amendment for New York

Action: Approve a letter of support to New York State Senator Tom Duane for his introduction of the Equal Rights Amendment for New York.

- e. Resolution Supporting AB 3402, Protecting Exploited Children

Action: Approve a resolution in support of AB 3402, Protecting Exploited Children

- f. Letters to Governor Schwarzenegger asking for his support for the following legislation:

Gender Equity/Anti-Discrimination:

AB 358 (Jackson) will require the State to adhere to the principles of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) when implementing state policies and programs and in the allocation of state funding and delivery of services.

AB 2240 (Oropeza) will raise awareness among students and parents about their rights to equal opportunity in athletics under Title IX, the federal law prohibiting discrimination against women and girls in athletics.

AB 2317 (Oropeza) will impose stiffer financial penalties on employers who pay equally qualified employees at different rates.

AB 2404 (Steinberg) will provide the courts with Title IX-type factors to consider in determining whether cities or counties are discriminating based on gender in community athletic programs.

SB 1555 (Speier) will require all health insurers to include maternity coverage as part of basic health care policies.

Food Stamps:

AB 1796 (Leno) will make former drug offenders (except those convicted of selling, distributing, or manufacturing controlled substances) eligible for food stamp assistance; this bill is designed to help offenders who have served time for non-violent, drug-related crimes recover, reunite, and sustain themselves and their families.

CalWORKs:

SB 1639 (Alarcon) will increase access to quality, language-accessible education and training programs for low-income parents and foster youth.

Action: To approve letters to Governor Schwarzenegger asking for his support for the following legislation: AB358, AB2240, AB2317, AB2404, SB 1555, AB 1796 and SB 1639.

- g. Resolution in Support of the First Annual Conference "Groundbreaking Women in Construction"

Action: To approve a resolution in support of the First Annual Conference "Groundbreaking Women In Construction".

- h. Resolution Recognizing the new National Coalition of 100 Black Women Inc., San Francisco Chapter.

Action: Approve a resolution recognizing the new National Coalition of 100 Black Women Inc., San Francisco Chapter

7. NEW BUSINESS

DISCUSSION/ACTION

- a. Procedures Governing the Issuance of Subpoena City Attorney Jesson 5 min.

City Attorney Paula Jesson will give an overview of the Commission's Subpoena power. Explanatory document attached.

- b. Election of Commission Officers for 2004-2005 President Shorter 10 min.

On the July 28, 2004 Commission Meeting, Commissioner Shorter was nominated for President of the Commission and Commissioner Williams was nominated for Vice President.

Action: To elect a President and Vice President for 2004-2005.

8. REPORTS

DISCUSSION/ACTION

- a. Justice and Courage Commissioner Keehn 5 min.

Explanatory documents on nominees to serve on the Justice & Courage Oversight Panel: Supervisor Fiona Ma and Emily Murase

Action: To approve new panel members for the Justice & Courage Oversight Panel.

- b. CEDAW Commissioner Williams 5 min.

- c. Friends Commissioner Williams 5 min.

9. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

10. ADJOURNMENT

ACTION

2 min.

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Special COSW Meeting

09/09/04

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CAROLINE MARKS
Commissioner

JUANITA MILES
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Thursday, September 9, 2004

10:00 AM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Angela Williams

Staff Present

Executive Director Emily Murase, PhD
Deputy Director Rosario Navarrete
Executive Assistant Bernice Casey

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1. CALL TO ORDER/ROLL CALL

Commissioner Williams called the meeting to order at 10:10 AM.

Vice President Miles was excused.

President Shorter arrived at 10:16 AM.

2. ADOPTION OF AGENDA

m/s/c (Marks/Evans/Unanimous)

Action: Adopted agenda for COSW Meeting, September 9, 2004.

No public comment.

3. APPROVAL OF MINUTES

m/s/c (Keehn/Marks/Unanimous)

Action: Approved amended Minutes from COSW Meeting, July 28, 2004.

No public comment.

4. PRESIDENT'S REPORT

The President Report was postponed until the September 22, 2004 Commission meeting.

No public comment.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Emily Murase provided the Commission with a written detailed report and gave a brief verbal synopsis.

Ms. Murase submitted a request to the Controller's Office and the Mayor's Budget Office asking that the Department's carry-forward monies be used for facility and program improvements. The Department has prioritized a replacement of their server, a \$6,000.00 cost.

The Executive Director gave an update on the VAW Grants Program process. Ms. Murase informed the Commission that the Department hoped to get all 25 contracts for the 19 agencies signed by the end of September and let the Commission know that the Department was half-way through the process.

Executive Director Murase announced the next CEDAW Committee meeting would be on September 29, 2004 from 2:30-4:30 PM at City Hall, Room 278.

Ms. Murase discussed the work being done by Commissioner Evans, VAW Grants Administrator Michelle Turner and herself on childcare. The goal of the Commission and the Department with this work is to be able to relay to agencies and partners the existing programs that currently exist in the City and County of San Francisco.

The Executive Director directed the Commissioners to the September 8, 2004 SF Weekly article, *Lap Victory* provided in the sleeve of their packets. Ms. Murase hoped that the article would provide further background information regarding the upcoming COSW September 22, 2004 hearing regarding labor conditions of exotic dancers in San Francisco.

In response to questions raised by the Commission, Ms. Murase explained the outreach process undertaken by the Department.

The Commission discussed the best way to provide a safe environment for members of the public to give testimony at the September 22, 2004 meeting.

Executive Director Murase reviewed the pieces of testimony that would be heard over the next few months. She explained that the scheduled August meeting featured a presentation by the Labor Board, September 22nd meeting would provide a venue for dancers to testify, October would provide an opportunity venue for club owners to respond and in November, the Commission could make recommendations based on all the testimony provided. Ms. Murase also explained that testimony from dancers would also be heard at a Department hearing, which will be held on September 22, 2004 at 25 Van Ness Avenue, Suite 70 from 10:00 AM-12:00 PM. The testimony provided at the Department only will neither be audio- nor video-taped.

President Shorter asked that the Commission and the Department take continued steps to give the public the impression that measures being taken have to do with the safety of the dancers and not because there is shame in the work done by these women.

The Executive Director reviewed some important dates for the months of September and October. September 29th, the Women's Leadership Alliance putting on an event, *1-2-3-4: What the Hell are We Voting For?* The event will be held at the Women's Building from 6:00-9:00 PM. On October 7th, a Community Reception will be held at the Asian Arts Museum from 5:00-7:00 PM and October 12th, the Mayor will hold a press conference to announce the Verizon Hopeline grant at City Hall at 11:30 AM.

Commissioner Keehn asked that once an invitation was created for the Community Reception that she be provided with an on-line copy so that she could send invitations to her list.

CONSENT AGENDA

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6. CONSENT AGENDA

m/s/c (Keehn/Williams/Unanimous)

No public comment.

- a. **Resolved**, That this Commission Supports the City and County of San Francisco's Emergency Legislation to Create a Disadvantaged Business Enterprise Contracting Program. RES-NO 2004-014
- b. **Approved a letter to President al-Bashir of Sudan expressing concern about acts of violence against women as a weapon of war in the Darfur conflict and urging him to take action and to protect the women and girls of Darfur.**
- c. **Resolved**, That this Commission Supports the Making Strides Against Breast Cancer Walk in Golden Gate Park on Saturday, October 23, 2004. RES-NO 2004-015
- d. **Action: Approved a letter of support to New York State Senator Tom Duane for his introduction of the Equal Rights Amendment for New York.**
- e. **Resolved**, That this Commission Supports AB 3042, Protecting Exploited Children. RES-NO 2004-017
- f. **Action: Approved letters to Governor Schwarzenegger asking for his support for the following legislation: AB358, AB2240, AB2317, AB2404, SB 1555, AB 1796 and SB 1639.**
- g. **Resolved**, That this Commission Supports the First Annual Conference "Groundbreaking Women in Construction". RES-NO 2004-016
- h. **Resolved**, That this is Commission Recognizes the new National Coalition of 100 Black Women Inc., San Francisco Chapter. RES-NO 2004-013

7. NEW BUSINESS

- a. Procedures Governing the Issuance of Subpoena

City Attorney Paula Jesson gave an overview of the Commission's Subpoena power. She explained that if the Commission wanted to serve a subpoena, first the Commission would have to vote on the action item. Then, the City Attorney would work with the Executive Director to draft and process the subpoena. Finally, the City Attorney, or one of its agents, would serve the subpoena.

No public comment.

- b. Election of Commission Officers for 2004-2005

On the July 28, 2004 Commission Meeting, Commissioner Shorter was nominated for President of the Commission and Commissioner Williams was nominated for Vice President.

m/s/c (Marks/Keehn/Unanimous)

Action: Approved Commissioner Andrea Shorter as President and Commissioner Williams as Vice President for 2004-2005.

President Shorter thanked the Commission and expressed a special thanks to Commissioner Williams for her tenure as Vice President and asked that she be honored at the next Commission meeting with a resolution.

Commissioner Williams thanked the Commission.

Commissioner Keehn asked the Commission to look in the community for qualified individuals to serve on the Commission and asked that special outreach be done to the Latina and Asian communities.

Commissioner Williams asked that publicity be placed under New Business at the October Commission meeting.

No public comment.

8. REPORTS

a. Justice and Courage

Commissioner Keehn gave an overview of the Justice and Courage Project. She explained that the Department was seeking appointment as a voting member on the JUSTIS Governance Council and gave a synopsis of the process involved in reaching that goal. She urged the Department to begin to think about how to add a line item in the next 2005-2006 Fiscal Year Budget for Justice & Courage work.

Commissioner Keehn discussed the work done by the Department and the Friends. The Friends submitted a grant proposal for \$50,000.00 earlier in the week to get funding for a study to measure the effectiveness of batterer programs.

m/s/c (Marks/Williams/Unanimous)

Action: Approved new panel members, Supervisor Fiona Ma and Executive Director Emily Murase, for the Justice & Courage Oversight Panel.

No public comment.

b. CEDAW

Commissioner Williams reviewed the mid-August meeting with the City Attorney. The City Attorney's Office will not be able to work on the Gender Parity project as substantially as once believed but has offered the services of Deputy City Attorney Amy Ackerman to work as point of contact for the CEDAW Committee.

Commissioner Williams asked the Commission to provide her with names of individuals it believed would be interested in serving on the CEDAW Committee.

Commissioner Keehn suggested contacting Supervisors and asking them for nominations and asked that the CEDAW Committee follow up with the Mayor regarding citywide CEDAW training.

President Shorter and Commissioner Keehn suggested partnering with a local college or university, UCSF, USF or Mills College, to do the Gender Parity and other projects.

No public comment.

c. Friends

Commissioner Williams reported that the August Friend event at One Market Restaurant went well. She said the Friends were able to recruit one more board member. Ms. Williams said that future goals of the Friends included writing grants and improving publicity for the Commission, the Department, and the Friends. She also asked the Commission to provide additional names of people might be interested in joining. Commissioner Williams said the Friends are trying to recruit an individual with marketing experience but asked that the Commission submit any names of individuals who would be committed to doing the work.

No public comment.

9. PUBLIC COMMENT

No public comment.

10. ADJOURNMENT

m/s/c (Marks/Williams/Unanimous)

Action: Meeting adjourned at 11:14 AM.

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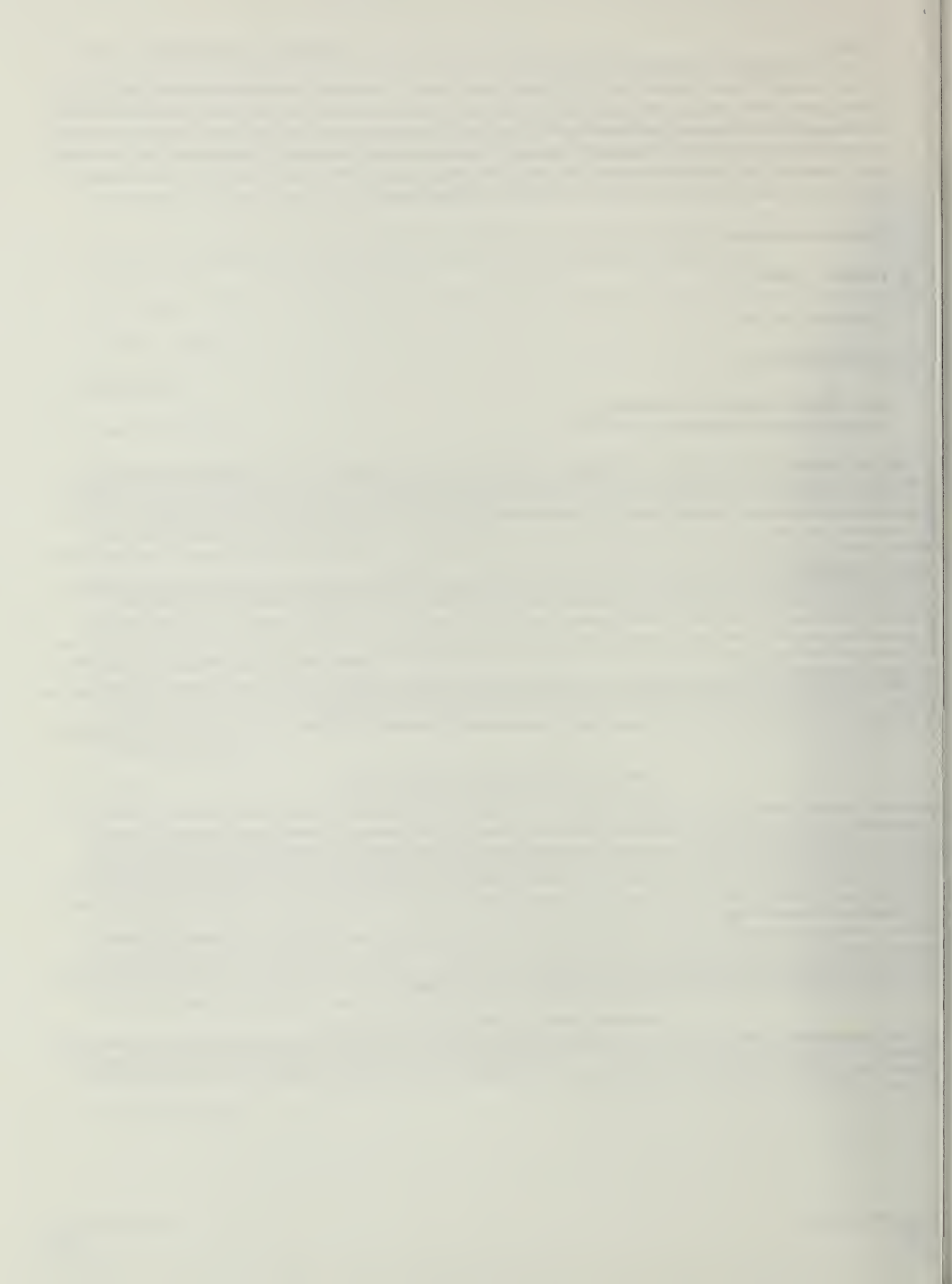
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City & County of San Francisco Commission on the Status of Women

25 Van Ness, Suite 130, San Francisco, CA 94102
<http://www.sfgov.org/cosw>

(415) 252-2570 FAX (415) 252-2575
email: cosw@sfgov.org

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

JUANITA MILES
Commissioner

COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

Agenda

Wednesday, September 22, 2004

3:00 PM

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Angela Williams

Commissioner Andrea Evans

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Juanita Miles

Total Estimated Meeting Time: 124 min.

- | | | | |
|--|------------|---------------------------------|--------|
| 1. CALL TO ORDER/ROLL CALL | ACTION | | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | DOCUMENTS DEPT. | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | SEP 17 2004 | 2 min. |
| Review Action Items from September 9, 2004 Meeting
Explanatory document - Draft Minutes | | SAN FRANCISCO
PUBLIC LIBRARY | |
| 4. PRESIDENT'S REPORT | DISCUSSION | | 5 min. |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | | 5 min. |

CONSENT AGENDA

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- | | | |
|--|-------------------|-------|
| 6. CONSENT AGENDA | DISCUSSION/ACTION | 5 min |
| a. Resolution Recognizing the Work of Former Commission Vice-President Juanita Miles | | |
| Action: To approve a resolution recognizing Commissioner Juanita Miles. | | |
| b. Resolution Recognizing October as Domestic Violence Awareness Month | | |

Action: To approve a resolution recognizing October as Domestic Violence Awareness Month.

- c. Resolution Recognizing October as Breast Cancer Awareness Month

Action: To approve a resolution recognizing October as Breast Cancer Awareness Month.

- d. Resolution Recognizing October as Latino Heritage Month

Action: To approve a resolution recognizing October as Latino Heritage Month.

- e. Resolution Recognizing Race for the Cure

Action: To approve a resolution recognizing Race for the Cure.

- f. Letter of Support for the California Commission on the Status of Women

Action: To approve a letter of support for the California Commission on the Status of Women.

7. NEW BUSINESS

DISCUSSION/ACTION

- a. Testimony Regarding Labor Conditions of Exotic Dancers in San Francisco 50 min.
Representatives from the Bay Area's Exotic Dancers

Representatives will discuss the conditions in San Francisco dance halls.

- b. Public Comment on Testimony Regarding Labor Conditions of Exotic Dancers in San Francisco 50 min.

8. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

9. ADJOURNMENT

ACTION

2 min.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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San Francisco Commission on the Status of Women

September 22, 2004 Regular Meeting

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Minutes

Wednesday, September 22, 2004

3:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

DOCUMENTS DEPT

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agenda item.

Members Present

Staff Present

President Andrea Shorter
Emily Murase, PhD

Executive Director

Vice President Angela Williams
Assistant Bernice Casey

Executive

Analyst Carol Sacco
Commissioner Dorka Keehn

Policy

Commissioner Carolene Marks

- CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 3:03 PM.

Commissioner Miles was excused.

No public comment.

- ADOPTION OF AGENDA

m/s/c (Marks/Williams/Unanimous)

Action: Adopted agenda for COSW Meeting, September 22, 2004.

No public comment.

- APPROVAL OF MINUTES

m/s/c (Williams/Keehn/Unanimous)

Action: Approved Minutes from COSW Meeting, September 9, 2004.

No public comment.

4. PRESIDENT'S REPORT

President Shorter postponed her report in consideration of time.

No public comment.

- EXECUTIVE DIRECTOR'S REPORT

Executive Director Emily Murase gave the Commission a brief synopsis of her report and referred Commissioners to her full report in the Commission packet. She informed the Commission that the Justice & Courage grant has been renewed for another year and acknowledged the hard work done by Justice & Courage Coordinator Justine McGonagle. Ms. Murase discussed the work being done by the Department and Commissioner Marks on health initiatives. Executive Director Murase gave an update on the preparations for the October 7th Welcome Reception. She asked Commissioners to provide the Department with names and addresses of individuals they wished to invite. Ms. Murase told the Commission that the October 12th date was no longer available for the Hopeline press conference and that she was working with the Mayor's Press Office to find a new date. She told the Commission that the Department would be utilizing Yahoo Groups to inform the Commission of information and asked that if a Commissioner had difficulties setting up an account that they contact the Department.

President Shorter acknowledged and thanked Ms. Murase for the thoroughness of her reports.

No public comment.

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6. CONSENT AGENDA

m/s/c (Marks/Williams/Unanimous)

No public comment.

- a. Resolved, That the Commission Recognizes the Work of Former Commission Vice-President Juanita Miles.

RES-NO 2004-020

- , That the Commission Recognizes October as Domestic Violence Awareness Month.

RES-NO 2004-

021

- , That the Commission Recognizes October as Breast Cancer Awareness Month.

RES-NO 2004-022

- , That the Commission Recognizes October as Latino Heritage Month.

RES-NO 2004-023

- , That the Commission Recognizes the Race for the Cure.

RES-NO 2004-024

- California Commission on the Status of Women.

- NEW BUSINESS

- Testimony Regarding Labor Conditions of Exotic Dancers in San Francisco

President Shorter informed members of the public that the hearing was being video-taped and photographed by members of the press and public. Ms. Shorter asked that persons taping and

photographing do so in a non-intrusive manners. She reminded all present of the important and critical issues that will be raised at tonight's meeting. She asked if anyone had any questions.

Commissioner Keehn asked members of the press to identify themselves to the members of the public in the audience and the Commission.

Datura Larson, a dancer in San Francisco, said she would be using the identity of Datura Larson as an alias when providing testimony about the issues of labor conditions of exotic dancers due to the contingency nature of speaking out about her job. She read a letter to the Commission about her direct experience. Ms. Larson said she has been a dancer for nine years in San Francisco and worked at six clubs. Ms. Larson does not believe as others have claimed that dancers love working in the private booths. Ms. Larson said that private booths and stage fees coerce prostitution and stretched the boundaries of what dancers would be comfortable doing. Ms. Larson said that local stage fees can go as high \$420.00 as a night. Ms. Larson talked about her struggles to pay stage fees and bring enough money home to live. She said that within five minutes of entering a club a customer figures out how much he can get and for how much which forces dancers to provide a competitive service or get nothing. She provided an example of a customer asking why he should pay her [Ms. Larson] for a lap dance when another dancer would provide oral sex at the same price. Ms. Larson said nothing takes the "gentleman" out of gentlemen's club like the knowledge that you can get a blow job for \$40.00. She said that dissent is not tolerated in the clubs and both your livelihood and personal safety can be threatened. Ms. Larson said both had happened to her. Ms. Larson said those dancers who speak out on behalf of club owners ensure job security and receive additional perks. Ms. Larson shared her concerns about the legislation being proposed by Supervisor Chris Daly regarding the booths would continue to coerce prostitution in the clubs. Ms. Larson believes the club owners are motivated by profits not be their concern for their dancers. Ms. Larson said that her experience and those of experiences of her fellow dancers draw her to conclude the private booths and stage fees equal coerce prostitution. The private booths put dancers in direct competition with each other. San Francisco is the worst city to dance in the in the country with the emphasis on dancing not extras. Ms. Larson believes the club owners are motivated by profits not be their concern for their dancers. Revenue is now made off of dancers not customers. Ms. Larson said that some women are detained before leaving if they are unable to pay club owners their stage fees. Ms. Larson said that she personally has received threats by questioning working conditions and has lost a job at a club because of speaking out and organizing activities. Ms. Larson strongly disagrees with the assertion that the majority of dancers enjoy working in booths and that the reason more women don't speak out against the working conditions is that they would lose their jobs.

Commissioner Marks asked how much an average dancer makes in a week.

Ms. Larson said that is was difficult to determine due to the variety of factors involved. She said that some nights she makes a few hundred bucks and other nights she is in the negative.

President Shorter asked what the annual income of a dancer was.

Commissioner Marks asked for a range.

Ms. Larson said that it was tough to answer as some dancers only worked once a week and have other jobs. She said there were too many variables to consider.

Nancy Banks, a dancer, said she was speaking on behalf of a large number of girls. Ms. Banks said that she and other dancers came together when the issues of stage fees and prostitution were being discussed because they felt the people speaking for them did not reflect their opinions. She said that there were a large number of dancers who are happy with the way things are in the clubs. Ms. Banks said there was spectrum of stage fees and compared the fees to the rent a barber or an artist might pay for a chair or gallery. Ms. Banks said that in San Francisco dancers have the options of working in lap-dancing clubs if they do not want to work in a club with private booths. Ms. Banks said the club owners were lenient and understanding if a dancer was unable to pay stage fees. She said that dancers were able to make their own decisions about performing in booths. Ms. Larson talked about the work she was doing with other dancers about bringing them out of the dark when it comes to paying taxes, buying a home and general money management. She said that dancers bring concerns to her about money management more than private booths and stage fees. Ms. Larson said if dancers were not happy with the conditions of the club that they should find another place to work. She said that no one was forcing them into prostitution. Ms. Larson said it wasn't about prostitution it was about visiting with customers and knowing how to make your money and to make it work for you.

Commissioner Keehn asked how many dancers Ms. Banks represented.

Ms. Banks said over 100.

Commissioner Keehn asked how much a dancer made.

Ms. Banks said dancers made anywhere from \$20,000.00 a year to more than doctors. She said that salaries varied depending on different factors.

Commissioner Keehn asked how much a stage fee was.

Ms. Banks said the stage fee was \$120.00 put that those fees were paid for by the customer in a machine that is on the wall. Ms. Banks said she has to get six dancers within four to five hours and said that it was not that hard to do.

Commissioner Williams asked if the ladies Ms. Banks represented felt safe in their work environment.

Ms. Banks said yes. She said that the dancers feel safe.

Commissioner Williams asked what happened if a dancer could not pay her stage fees.

Ms. Banks said she would sign out and pay the difference later.

Commissioner Marks asked how many dances she had to do a day.

Ms. Banks said she performed 20 dances.

President Shorter asked how long she had been performing.

Ms. Banks said she had been performing for over six years and has worked in four different venues in San Francisco.

President Shorter asked if she had to confront issues being brought forward at the hearing or been witness any of the issues.

Ms. Banks said that she personally has never had a problem.

Commissioner Marks asked Ms. Banks if she thought any changes needed to be made.

Ms. Banks said no changes need to be made.

Commissioner Keehn asked when stage fees would become not okay.

Ms. Banks informed the Commission that club owners look at what dancers are making and

make changes based on the economy. The customers are paying the stage fees and that is understood by the management.

Rachel West, from Women Dialogue, thanked the Commission for holding the hearing. Ms. West said that her testimony was a collective of women who are dancers and sex workers who couldn't publicly testify today. She said that the collective had members of the women least visible in the sex industry: black women, immigrant women, other women of color, women who work the streets as well as dancing, mothers, lesbian women and women one does not generally hear from. All the women involved in compiling the testimony agreed that they would like to see action come out of this testimony. Ms. West said that many of the collective have testified before the City in the past yet the City has turned a blind eye to their demands. The 1996 Task Force on Prostitution has concrete recommendations on the working conditions of dancers. The 1998 Commission on the Status of Women's Violence Against Women in Prostitution Report documents testimony from dancers on many of our key issues. Both reports were submitted to the Mayor and the Board of Supervisors. There is a clear connection between the unjust working conditions in the club, the criminalization of sex work and the low level of women's wages and welfare. Ms. West said that dancing should not be defined by the criminal codes but should be defined by the same labor codes as other work. Ms. West stated that the collective believed the biggest obstacle to the dancers is the stage fees. Ms. West said that protesting of the fees have never had City backing and that is why she is here to urge the City to get behind protesting stage fees with the dancers. She said the presence of the booths has given the police the excuse to raid and arrest women regardless of if they [the dancers] were offering sex or not. Ms. West said the 1998 testimony provided to the Commission is still relevant today. She said that when dancers speak out against working conditions they are threatened, given the worst shifts or fired. Ms. West said that club owners demand free sex from the dancers as do the police. Ms. West said that her collective estimates that 70% of the dancers are single mothers supporting families. She asked the Commission ask the Bureau of Field Enforcement [The Labor Board] to make sure that illegal stage fees are not charged to dancers and any efforts by the District Attorney or others not to prosecute dancers and other sex workers should be supported.

Commissioner Williams asked how many women in the industry Ms. West believes she represents.

Ms. West said she represented the majority.

Commissioner Keehn asked if Ms. West could clarify what she meant by majority.

Ms. West said she can't really give a number.

Commissioner Williams asked what percentage of clubs charge a stage fee as opposed to the scenario raised earlier.

Ms. West said that most of the clubs charge the dancer for the stage fee.

Commissioner Keehn asked if Ms. West had heard of the other method where the client pays the stage fee for the dancer.

Ms. West said that is not what she has heard goes on in the clubs.

President Shorter asked if that [the customer paying the stage fee] was an exception at large or just in San Francisco. She asked what the standard practice was.

Ms. West said that the creation of the booths is specific to San Francisco.

Daisy Anarchy, a former dancer with Sex Workers Organized for Civil and Human Rights, provided testimony from women who did not feel safe in attending today's hearing to the Commission. Cristina and Daisy read testimony into record.

Cristina read some of the testimony into record and provided copies of the testimony to the Commission

Ms. Anarchy read a couple of the statement into record and provided copies of the testimony to the Commission. She also provided the Commission with correspondence between Sex Workers Organized for Civil and Human Rights and various City departments. Ms. Anarchy emphasized, in accordance with the law, the illegal things done by clubs. She said that the stage fees were illegal and the Labor Board needed to enforce the law. Ms. Anarchy said the example of customers paying for the stage fees was not clear. She said the dancer is responsible for raising the stage fees through the box used by the club owners. The dancer not the customer is still responsible for the stage fees. Ms. Anarchy told the Commission that when she worked for Déjà vu Centerfolds the owners would post bouncers at the exits and tell the bouncers not to let the dancers escape without paying their stage fees. Club owners do let you out of clubs if you promise to pay back the fees. At Mitchell Brothers, stage fees can be up to \$430.00 per weekend. Ms. Anarchy said that the legislation being introduced by Supervisor Chris Daly was created by club owners. Ms. Anarchy shared stories of sexual assault and rape in the clubs. Ms. Anarchy gave a brief back history of complaints brought forward by dancers in 1996 and in 1998. She said that each time complaints are brought forth to the police nothing happens. Ms. Anarchy said she was sexually assaulted in the booths because customers expected her to do prostitution and when she refused the customers tried to make her.

President Shorter thanked Ms. Anarchy for her testimony.

Commissioner Marks asked if the April 8th letter to the Labor Commissioner had any results.

Ms. Anarchy said she that her organization had met with Bureau of Field Enforcement and are moving forward but any assistance from other City agencies to put pressure on the Labor Commission for enforcement would be very helpful.

Commissioner Williams asked if dancers could choose the option of just dancing on the floor instead of in the booths.

Ms. Anarchy said dancers did not have that option. Most of the clubs are set up that you have to work in the booths.

Commissioner Marks asked if dancers had to pay extra for using the booths.

Ms. Anarchy said that dancers have to pay a certain amount of money whether they use the booths or not.

Michael Poslusyny, a patron of the clubs, said he has been a club patron for 25 years. He said that he used to go to Mitchell Brothers and get in for free. Mr. Poslusyny says he was thrown out from Mitchell Brothers for trying to help the dancers. He said he has developed a web-site to make the public aware of the unfair treatment dancers receive in San Francisco. Mr. Poslusyny asked why it was just dancers giving up tips [money] and not the club owners. He gave background about previous City meetings he had attended.

b. Public Testimony Regarding Labor Conditions of Exotic Dancers in San Francisco

Lt. Melinda Kern from the San Francisco Police Department's Adult Sexual Assault Task Force gave testimony about two incidents that had been brought to her attention. Lt. Kern's department had received allegations of sexual assault on a 14-year-old dancer and an allegation of a manager assaulting an employee who could not pay her stage fees.

Lena Gomes, an aide with Supervisor Chris Daly's Office, described the legislation currently being developed by Supervisor Daly's Office. Ms. Gomes said the aim of the legislation was to develop a system where clubs would have to apply for a permit to have a booth. Ms. Gomes said the allegations raised earlier were untrue and that Terrance Alan was one member of the Entertainment Commission working on this legislation. Ms. Gomes said the legislation was still in process with the City Attorney's Office.

Commissioner Keehn asked how long Ms. Gomes had been an aid to Supervisor Daly.

Ms. Gomes said she had been an aid for six weeks.

Commissioner Keehn asked what the permit would encompass.

Ms. Gomes said the permit application would cover booths and the permits would be issued by the Entertainment Commission. She further clarified that Mr. Alan's term would end of the Commission before the legislation could be enforced.

Commissioner Keehn asked that in the future for policies involving women that Supervisor Daly enlist the resources of the Commission and the Department on the Status of Women. Ms. Keehn also asked that Supervisor Daly and the Entertainment Commission be aware of any conflict of interest that may arise from those helping to develop legislation.

Commissioner Williams asked what gains of developing permit legislation were.

Ms. Gomes said that it would help to stop harassment and that there would be a body of enforcement.

Robyn Few from Sex Workers Outreach Project talked about her history with the industry over the past eight years. She stressed that in the past prostitution took place out of the clubs not in them. She provided the Commission with a historical account of the work her organization had done. Ms. Few stressed that when dancers speak out they are described as a 'pain in the ass' and not taken seriously by the club owners or the City. She said that the Labor Board cannot enforce the law due to the lack of money in their budget and the immense area labor representatives are required to cover.

David Michael, a private lawyer, said he has represented a few women on these issues. Mr. Michael said it was not just a labor issue but a health and social issue as the current fees and booths introduce sex for sale in the community. He stressed that stage fees are categorically illegal but that no enforcement exists. He discussed what previous and current club owners had done to circumvent the law.

Nancy Banks said that there is a difference between exotic dancers and prostitutes. Dance is an art form and is entertainment. She asked that the Commission remember that the dancers are dancers not prostitutes.

8. PUBLIC COMMENT

Jennifer Grant, Director of the Riley Center, informed the Commission that her agency had encountered problems during the contracts cycle. She said there had been changes and modifications to the process in which her agency had not been notified. Ms. Grant gave examples, children's birthday parties and client entertainment, of items that have been challenged during this cycle. She has found the process insensitive to the needs of the clients.

Executive Director Murase said that she had addressed the issues raised by Ms. Grant in an earlier conference call. She said those issues had been resolved and the contracts are moving forward. Ms. Murase informed the Commission that Caroline Donnola is working full time to move the contracts forward.

Beverly Upton, from Domestic Violence Consortium, said that these shelters are providing and doing the City's work 24/7 for ¼ of the year without payment. The Commission trusted the agencies back in June during the proposed budget cuts now the agencies need to be able to trust the Commission.

Commissioner Keehn said she appreciated the work done on behalf of the Commission by the community.

Commissioner Marks asked that the agencies be informed of the status once the contracts are signed.

President Shorter said the Commission and the Department are committed to having contracts completed.

- ADJOURNMENT

m/s/c (Williams/Marks/Unanimous)

Action: Adjourned meeting at 7:20 PM.

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City & County of San Francisco Commission on the Status of Women

25 Van Ness, Suite 130, San Francisco, CA 94102
<http://www.sfgov.org/cosw>

(415) 252-2570 FAX (415) 252-2575
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ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

JUANITA MILES
Commissioner

COMMISSION ON THE STATUS OF WOMEN City and County of San Francisco

≡ Agenda Notice of Special Meeting *≡*

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Thursday, October 7, 2004

SPECIAL MEETING

Asian Art Museum

North Court

200 Larkin Street at McAllister

San Francisco, CA 94102

5:00 p.m.

The Commission on the Status of Women announces a reception for the purpose of welcoming Emily Moto Murase, Ph.D, Executive Director of the Department on the Status of Women.

PLEASE NOTE that this meeting will not be held at the Commission's regular meeting location.

THIS IS A SOCIAL EVENT. NO COMMISSION BUSINESS WILL BE CONDUCTED.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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San Francisco Commission on the Status of Women

October 27, 2004 Regular Meeting

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Agenda

Wednesday, October 27, 2004

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Commissioner

Dorka Keehn

Vice President Angela Williams

Commissioner Carolene Marks

Commissioner Andrea Evans

Commissioner Juanita Miles

Total

Estimated Meeting Time: 139 min.

- CALL TO ORDER/ROLL CALL
ACTION 1 min.
- ADOPTION OF AGENDA
ACTION 2 min.
- APPROVAL OF MINUTES
ACTION 2 min.

Review Action Items from September 22, 2004 Meeting

Explanatory document - Draft Minutes

4. PRESIDENT'S REPORT

DISCUSSION 5 min.

5. EXECUTIVE DIRECTOR'S REPORT
DISCUSSION 5 min.

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

6. CONSENT AGENDA
DISCUSSION/ACTION 10 min

a. Resolution Recognizing October as Filipino-American History Month

Action: To approve a resolution recognizing October as Filipino-American Heritage Month.

Action: To approve a letter to City officials recognizing their commitment to domestic violence awareness.

Action: To approve a resolution recognizing the work done by the International Museum of Women.

Action: To approve a resolution recognizing Peggy Coster.

Action: To approve a resolution recognizing California Elected Women's Association for Education and Research (CEWAER).

• NEW BUSINESS

DISCUSSION/ACTION

a. Testimony Regarding Labor Conditions of Exotic Dancers in San Francisco 30 min.

Representatives from San Francisco's Club Owners

Representatives will discuss labor conditions in San Francisco exotic dance clubs.

b. Budget Contingency Proposal President
Shorter 10 min.

The Commission will discuss the Budget Contingency Plan requested by the Mayor's Office in the amount of \$250,000.00 from the Department's budget to be implemented over the next 18 months.

Explanatory documents attached.

Action: To approved the budget contingency proposal.

c. COSW 2005 Retreat
Shorter

President
10 min.

The Commission will discuss the Commission Retreat in January 2005 and approve a date and Commission representative to work with the Department to prepare for the retreat.

Explanatory documents attached.

Action: To approve a Commission Retreat date in January 2005.

Action: To approve a Commission representative to work with the Department to prepare for the 2005 retreat.

d. Viewing of Documentary
Coster

Peggy
15 min.

Peggy Coster will show her award-winning video, *Stairs*.

e. International Museum of Women
Shorter

President
10 min.

President Shorter will show a DVD that gives a synopsis of the work being done by

the International Museum of

Women.

f. Lack of Protection for Homeless Women Carolyn
Ritchie 10 min.

Ms. Ritchie will speak about the lack of protection for women in Single Room Occupancy (SRO) hotels and those who live on the street. Ms. Ritchie will discuss providing separate space for women.

g. Visibility of the Commission and the Department on the Status of
Women 10 min.

President Shorter & Vice-
President Williams

The Commission will discuss ways to improve the visibility of the Commission and the Department.

8. REPORTS

DISCUSSION

a. Justice & Courage Commissioner
Keehn 5 min.

b. CEDAW Vice President
Williams 5 min.

c. Friends Vice President
Williams 5 min.

9. PUBLIC COMMENT DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

10. ADJOURNMENT**ACTION**

2 min.

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San Francisco Commission on the Status of Women

October 27, 2004 Minutes

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Wednesday, October 27, 2004

5:00 PM

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City Hall, Room 408

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San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present

Staff Present

President Andrea Shorter
Director Emily Murase

Executive

Vice President Angela Williams
Assistant Bernice Casey

Executive

Commissioner Andrea Evans
Coordinator Justine McGonagle

Justice & Courage

Commissioner Dorka Keehn
Policy Analyst Carol Sacco

Commissioner Carolene

Marks

- CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:07 PM.

Commissioner Miles was excused.

Vice President Williams arrived at 5:17 PM.

No public comment.

- **ADOPTION OF AGENDA**

m/s/c (Keehn/Marks/Unanimous)

Action: Adopted agenda for COSW Meeting, October 27, 2004.

No public comment.

- **APPROVAL OF MINUTES**

m/s/c (Keehn/Marks/Unanimous)

Action: Approved Minutes from COSW Meeting, September 22, 2004.

No public comment.

4. PRESIDENT'S REPORT

President Shorter reminded the public of the speaker cards and also reminded potential speakers that they may be photographed or recorded by members of the public and or press in the audience. Ms. Shorter asked those with recording equipment to be conscientious of the other members of the public.

President Shorter thanked the Board of Supervisors, other members of the public and Commissioner Keehn for their hard work in October during Domestic Violence Awareness Month.

No public comment.

- **EXECUTIVE DIRECTOR'S REPORT**

Executive Director Murase said she would be highlighting events sponsored by the Department on the Status of Women (DOSW) and advised the Commission to look at her written report for complete details. On October 7, the Welcome Reception was held at the Asian Arts Museum. On October 12, a press conference with Mayor Newsom and Verizon Wireless was held where the Mayor discussed domestic violence and its impact on the business community. The first Justice and Courage Oversight Panel community meeting was held on October 21. On October 25, the Domestic Violence and Technology Training was held as part of an effort to build a strong training collaborative in the community. She gave an update on grant agreements stating 22 of the 25 grants have been finalized and all certified contracts now eligible to submit invoices for reimbursement.

President Shorter thanked Executive Director Murase for her report and Senior Policy Analyst Caroline Donnola for her work on the grants. Ms. Shorter asked if the Department was able to work with agencies who have not submitted all the items necessary to process the grants.

Ms. Murase said that Ms. Donnola was devoting 100% of her time working on the contracts and was in daily contact with agencies.

No public comment.

CONSENT AGENDA

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6. CONSENT AGENDA

Executive Director Murase asked that under Imperative Agenda, the Commission approve a letter to the Board of

Supervisors asking them to support Supervisor Ma's resolution to raise the reward for apprehending Tari Ramirez.

m/s/c (Keehn/Marks/Unanimous)

Action: Approved addition under Imperative Agenda to the Consent Agenda.

Commissioner Marks thanked the Department for their hard work on the resolutions but asked, where possible, that letters and resolutions be hand-delivered to organizations instead of mailed.

m/s/c (Keehn/Williams/Unanimous)

Action: Approved modified Consent Agenda.

No public comment.

a. **Resolved**, That the Commission recognize October as Filipino-American History Month.

RES-NO 2004-026

1. The Commission sent letters to Mayor Newsom, District Attorney Harris and Chief Fong thanking them for their work in October and year-round on domestic violence awareness.
2. **Resolved**, That the Commission recognize the work done by the International Museum of Women.

RES-NO 2004-025

1. , That the Commission recognize Peggy Coster's contributions to women and the disabled community.

RES-NO 2004-027A

1. , That the Commission recognize California Elected Women's Association for

Education and Research
(CEWAER).
027B

RES-NO 2004-

f. The Commission sent letters to the Board of Supervisors requesting their support of Supervisor Ma's Resolution to raise the reward for apprehending Tari Ramirez.

- **NEW BUSINESS**

a. Testimony Regarding Labor Conditions of Exotic Dancers in San Francisco

John Esperdal, with BSE Management, talked about his role as legal adviser to some of the exotic dance clubs. Mr. Esperdal said that he works to ensure that his clients in the adult entertainment business are in full compliance with the law. He said he has been a lawyer for 30 years and has represented clients in the adult entertainment businesses for 14 years. Mr. Esperdal informed the Commission that to ensure his clients are in compliance, he has been working with Mr. Locker from the Labor Commission, the Police Department, the District Attorney's Office and City departments who work in areas of planning, building, and zoning.

Commissioner Keehn asked if the stage fees were legal.

Mr. Esperdal said that if the dancers were independent contractors, the clubs can charge fees.

Commissioner Keehn asked if the booths were legal.

Mr. Esperdal said that they were legal.

Commissioner Marks asked how stage fees were set.

Mr. Esperdal said the stage fees were fees dancers were charged for using a facility and that the fees were set by each individual club.

Commissioner Marks asked what the stage fee was for each club.

Mr. Esperdal said that it depended on clubs and the fees range from \$50 to \$100.

President Shorter stated that the Commission had been given conflicting information and asked Mr. Esperdal why he thought there were different sides of the story.

Mr. Esperdal said the difference could be found in how the City ordinances were being interpreted and stated that it is important for club owners to comply with the law.

Commissioner Keehn asked upon what information Mr. Esperdal based his statement that the booths were legal.

Mr. Esperdal said that the question should be what information is being used to suggest that the booths are illegal.

Vice President Williams asked what the differences are between an employee and a contractor.

Mr. Esperdal said the law has changed and eroded some of the differences.

Vice President Williams asked what percentage of the dancers [at clubs represented by Mr. Esperdal] were employees and what percentage were contractors.

Mr. Esperdal said that all dancers were contractors.

Craig Duling, from Crazy Horse, said he came forward to speak based on the testimony that was heard before the Commission on September 22, 2004. Mr. Duling discussed the employment policies utilized at Crazy Horse. He said that there is a 15-point employment check-list for new employees, including employment eligibility and payroll verification. Mr. Duling said that there had only been one case in the past 14 months where the information did not match up. In regards to sexual harassment, Mr.

Duling said that Crazy Horse takes the issues seriously and provides training and a manual. The staff is required to attend the training, but the entertainers are not. A human resource company created the handbooks used by Crazy Horse, according to Mr. Duling. He said that both employees and managers have diverse backgrounds, from nurses to firefighters. Within the last year, a dancer complained of sexual harassment. The complaint was investigated and the harasser was issued a warning. Mr. Duling said that the club followed up with the dancer to make sure the harassment had stopped and found it had. Mr. Duling said he terminated the General Manager, who was his close friend, two to three months ago for having a relationship with an entertainer. He said that behavior was prohibited as outlined in the corporate safety manual. Mr. Duling said he was not sure what happened in other clubs, but based on his conversations with other club owners and managers in San Francisco, he doesn't think Crazy Horse is too far off from the way other clubs work. Mr. Duling said the activity in the booths is patrolled and if they discover inappropriate activity, the dancer is fired and the customer is banned. He said they handle both sides of the equation. Mr. Duling invited the Commission to come by, unannounced, to Crazy Horse to look at the paperwork on file and talk to the dancers.

President Shorter thanked Mr. Duling for his presentation. She asked about the conflicting information that had been presented earlier about the stage fees and the operation of the booths. Ms. Shorter said she had serious concerns because previous information has indicated that stage fees were very high and the booths were venues for coerced prostitution and therefore unsafe for the dancers.

Mr. Duling said he believes that some people like Daisy Anarchy who had given testimony to the Commission had a self-serving agenda. He said that the dancers at Crazy Horse do not pay stage fees. Mr. Duling said that he had brought three dancers along to answer the Commission's questions.

Commissioner Keehn asked if there was a fee to work on the floor.

Mr. Duling said there was no fee to work on the floor.

Commissioner Keehn asked if the booths were legal.

Mr. Duling said the booths were legal.

Commissioner Marks asked who owned Crazy Horse.

Mr. Duling said that Crazy Horse was owned by Crazy Horse, Inc and that Crazy Horse was the only club owned by Crazy Horse, Inc.

Commissioner Evans asked what the fee was to use the special stage.

Mr. Duling said the fee differed depending on the day but was usually \$60-\$120.

Commissioner Evans asked how Crazy Horse made its money.

Mr. Duling said the fees were made in ATM charges, soda and water sales, and through the club entry fee.

Public Comment.

Ms. Delphine Brody, a community health worker and former sex worker, stressed the worker safety issues for dancers illustrated in the September 8, 2004 SF Weekly article. Ms. Brody said that while booths have increased sex workers have decreased. She said that many women on the street were once dancers but the number of arrests after blowing the whistle on these clubs, they couldn't find work. Ms. Brody said there was a double standard in the District Attorney's Office where sex workers are tried but not the customers. She said the smear campaign being waged against Daisy Anarchy is the latest attempt to silence women. Ms. Brody submitted written testimony.

Maxine Doogan, with Sex Workers Organized for Labor, Human, and Civil Rights, stressed the labor code violations that the stage fees represent. Ms. Doogan said it was basically the same people committing the violations.

Daisy Anarchy, with Sex Workers Organized for Labor, Human and Civil Rights, thanked the Commission for looking into the labor conditions of exotic dancers. She said that she was working to create a safe environment for dancers. Ms. Anarchy said that the more people who see dancers on the floor [instead of in booths] the safer the dancers would be. She said the optional fee [at the Crazy Horse] discussed earlier is one example of the smoke screen being put up by club owners and management to mask coerced prostitution. Ms. Anarchy said the focus should be on labor law and safety.

Denise D'Anne, a member of the public, asked why private booths are in clubs at all. She drew parallels between the treatment of dancers and domestic violence. Ms.

D'Anne said that when women complained about their treatment at the clubs, they were punished

Misty, a dancer from Crazy Horse, said the club has been a great help. She likes the booths because they pay more money, there are security measures in place, and people shouldn't get to watch her dance if they haven't paid the premium to watch.

Vice President Williams asked what the difference is between a lap dance and a dance in the booth.

Misty said that a lap dance paid \$20.00, but a private dance in the booth paid \$100.

Vice President Williams asked how the booths were more private.

Misty said there was a curtain around the booth for privacy.

Nicolette, a dancer from Crazy Horse, said she feels safe at Crazy Horse. She has been a dancer for five years. She said she was a registered nurse and a single mother. She said she feels accepted and safe and is able to make good money and still spend quality time with her child. She said that Crazy Horse has good security. Nicolette said the statements heard earlier do not represent the views of all the dancers.

Commissioner Evans asked Nicolette how often she used the special area [described earlier] at Crazy Horse and how long she had been at Crazy Horse.

Nicolette said she uses it as often as possible and has been working at Crazy Horse since 1999.

Tyra, a dancer at Crazy Horse, said she felt secure with her job and the work environment. She said that her job as a dancer has provided her with excellent opportunities. She has been dancing for two years and has only danced at Crazy Horse.

President Shorter thanked everyone for presenting.

Commissioner Keehn asked Executive Director Murase to invite the City Attorney to the next Commission meeting to get clarification on City codes.

1. Budget Contingency Proposal

Executive Director Murase gave an overview of the directive from the Mayor which had asked departments to prepare a budget contingency plan in case City propositions J & K did not pass on November 2. The proposals Ms. Murase presented were for the remainder of Fiscal Year 2004-2005 in the amount of \$136,927 and for all of Fiscal Year 2005-2006 in the amount of \$112,950.

Commissioner Marks asked how the cuts would be determined.

Executive Director Murase said there would be some discussion amongst the Department, the Commission, and the agencies. Ms. Murase said that emergency services would be protected under the Mayor's directive, but prevention and education programs could be cut.

Commissioner Keehn said she could not support any cuts.

Public Comment.

Beckie Masaki, with the Asian Women's Shelter, said that on behalf of the community, she thanks the Commission for their support in not supporting the contingency plan. Ms. Masaki said that the Commission and the community have stopped cuts in the past and can do it again. She said the community needed to do more lobbying and it was time for the community to come together to let the City know the cuts would cost it more in the long run.

Commissioner Keehn said that the Department could not lobby but the Commission could.

Beverly Upton, with the Domestic Violence Consortium, said she applauded the Commission on the Status of Women to reject the cuts. She said the community needed to organize to put pressure where pressure was needed.

Maria Cora, with the Department of Public Health, said she supported the Commission's stance. She said that violence is a public health issue. She said that none of the programs should be cut.

m/s/c Keehn/Marks/Unanimous

Action: The Commission did not approve the budget contingency proposal.

1. COSW 2005 Retreat

President Shorter asked the Commissioners to look at their calendars and decide what days would work to hold the Commission retreat and if any of the Commissioners wanted to serve as a liaison to the Department to work on the retreat planning.

m/s/c (Shorter/Williams/Unanimous)

Action: Approved December 10, 2004 as the Commission Retreat date.

Action: Approved Commissioner Keehn as the Commission liaison to work with the Department to prepare for the retreat.

1. Viewing of Documentary

Peggy Coster provided some background about her documentary, *Stairs*.

Quorum ended at 7:06 PM.

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City & County of San Francisco

Commission on the Status of Women

25 Van Ness, Suite 130, San Francisco, CA 94102
http://www.sfgov.org/cosw

(415) 252-2570 FAX (415) 252-2575
email: cosw@sfgov.org

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

CAROLINE MARKS
Commissioner

JUANITA MILES
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Agenda

Wednesday, November 17, 2004
5:00 PM

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

DOCUMENTS DEPT.

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Vice President Angela Williams

Commissioner Andrea Evans

Commissioner Dorka Keehn

Commissioner Carolene Marks

Commissioner Juanita Miles

Total Estimated Meeting Time: 109 min.

- | | | |
|---|------------|--------|
| 1. CALL TO ORDER/ROLL CALL | ACTION | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | 2 min. |
| Review Action Items from October 27, 2004 Meeting
Explanatory document - Draft Minutes | | |
| 4. PRESIDENT'S REPORT | DISCUSSION | 5 min. |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | 5 min. |

CONSENT AGENDA

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- | | | |
|---|-------------------|-------|
| 6. CONSENT AGENDA | DISCUSSION/ACTION | 5 min |
| a. Resolution Recognizing Nobel Peace Prize Recipient Rigoberata Maya Chiapas | | |
| Action: To approve a resolution recognizing Rigoberta Maya Chiapas. | | |
| b. Resolution Recognizing 16 Days of No Violence | | |

Action: To approve a resolution recognizing 16 Days of No Violence.

- c. Resolution Recognizing the California Women's Agenda's (CAWA) *A Call to Action: Moving the Agenda for California Women 2005 and Beijing+10* on December 3 and 4, 2004

Action: To approve a resolution recognizing CAWA's *A Call to Action*.

- d. Recognition Recognizing November as National American Indian and Alaska Native Heritage Month

Action: To approve a resolution recognizing November as National American Indian and Alaska Native Heritage Month.

- e. Letter to Governor Schwarzenegger Stressing the Importance of CEDAW.

Action: To approve a letter to Governor Schwarzenegger.

7. NEW BUSINESS

DISCUSSION/ACTION

- a. Testimony Regarding Labor Conditions of Exotic Dancers in San Francisco 40 min.

The Commission will hear from City agencies on labor conditions of exotic dancers, City codes, and enforcement of codes.

City Attorney's Office-Representative

Department of Building Inspection-Acting Director Jim Hutchinson

District Attorney's Office-Assistant District Attorney Davina Pujari

Police Department-Vice and Narcotics Division Captain Tim Hettrich

- b. COSW Retreat Agenda Commissioner Keehn 10 min.

The Commission will discuss and, if needed, make changes to the Commission Strategic Planning Retreat agenda.

Action: To approve the COSW Retreat Agenda for December 10, 2004.

- c. Budget President Shorter 10 min.

The Commission will discuss the budget cuts imposed by the Mayor's Office.

- d. Pending legislation sponsored by Supervisor Daly related to exotic dance clubs 10 min.
Commissioner Keehn

Action: To determine next steps.

8. REPORTS

DISCUSSION/ACTION

- a. Justice & Courage Commissioner Keehn 5 min.

- b. CEDAW Vice President Williams 5 min.

Action: To approve a new CEDAW Committee Member Maria Cora.

- c. Friends Vice President Williams 5 min.

9. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

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(Chapter 67 of the San Francisco Administrative Code)

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ANDREA SHORTER
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CAROLINE MARKS
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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Wednesday, November 17, 2004

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present

President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Carolene Marks

Staff Present

Executive Director Emily Murase
Executive Assistant Bernice Casey
Justice & Courage Coordinator Justine McGonagle
Policy Analyst Carol Sacco

Minutes

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1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:07 PM.

Commissioner Miles was excused.

Vice President Williams arrived at 5:22 PM.

No public comment.

2. ADOPTION OF AGENDA

Executive Director Emily Murase asked the Commission to add Imperative Agenda Items regarding budget cuts to the Department of Public Health programming and a domestic violence issue. Ms. Murase also asked that the CEDAW Agenda item involving Maria Cora's appointment to the CEDAW Committee be moved so that it could be heard at an earlier time.

m/s/c (Marks/Evans/Unanimous)

Action: Adopted amended agenda for COSW Meeting, November 17, 2004.

No public comment.

3. APPROVAL OF MINUTES

m/s/c (Keehn/Evans/Unanimous)

Action: Approved Minutes from COSW Meeting, October 27, 2004.

No public comment.

4. PRESIDENT'S REPORT

In the interest of time, President Shorter postponed her report until the next Commission meeting.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Murase gave the Commission a brief update on the 2004-2007 VAW Grants. She informed the Commission that there were only three grants left to be authorized and that the Department was waiting on signatures from the City Attorney and the Controller's Office. Ms. Murase provided an overview of the VAW Grants Post-Mortem which was held on November 8, 2004. She said the suggestions from the agencies who participated regarding the grant process were helpful. Executive Director Murase said that the meeting had marked a new partnership with the agencies and that the language itself had changed from funded agencies to Partner Agencies in recognition of the new relationship. Ms. Murase gave an overview of the work being done by the Department and referred the Commission to her full written report for further information.

No Public Comment.

8. REPORTS-MOVED AS A RESULT OF AMENDED AGENDA

b. CEDAW

m/s/c (Keehn/Marks/Unanimous)

Action: Approved new CEDAW Committee Member Maria Cora.

President Shorter thanked and acknowledged the work of Ms. Cora and her contributions to the women and girls of San Francisco.

Ms. Cora thanked the Commission for her appointment. She informed the Commission that the Health Commission had not cut the Shanti Life Line program for Fiscal Year 2004-2005.

No public comment.

CONSENT AGENDA

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6. CONSENT AGENDA

President Shorter read the Consent items into the record.

m/s/c (Marks/Keehn/Unanimous)

Action: Approved addition under Imperative Agenda to the Consent Agenda.

- a. **Resolved**, That the Commission Recognizes Nobel Peace Prize Recipient Rigoberata Menchu Tum.

RES-NO 2004-028

- b. **Resolved**, That the Commission Recognizes 16 Days of No Violence.

RES-NO 2004-029

- c. **Resolved**, That the Commission Recognizes the California Women's Agenda's (CAWA) *A Call to Action: Moving the Agenda for California Women 2005 and Beijing+10* on December 3 and 4, 2004.

RES-NO 2004-030

- d. **Resolved**, That the Commission Recognizes November as National American Indian and Alaska Native Heritage Month.

RES-NO 2004-031

- e. The Commission sent a letter to Governor Schwarzenegger stressing the importance of CEDAW in response to his veto of AB 358.

7. NEW BUSINESS

- a. Testimony Regarding Labor Conditions of Exotic Dancers in San Francisco

Executive Director Emily Murase read testimony that had been submitted earlier in the day by an exotic dancer into the record.

Deputy City Attorney Paula Jesson reviewed the City codes that were related to dance clubs. She reviewed Article 15.1: Entertainment Regulations Permit and License Provisions, Article 15.2: Entertainment Regulations for Extended-Hours Premises, Article 15.4: Encounter Studios, and Article 11.2: Regulations for Adult Theaters and Adult Bookstores Permits and License Provisions. Ms. Jesson said that the City Attorney's Office said there was some ambiguity in how City agencies look at and interpret the codes in areas of enforcement and the like.

Commissioner Keehn asked how the City Attorney determined which codes were used for the dance clubs.

Deputy City Attorney Jesson referred the Commission to the Police Department and the District Attorney's Office.

Vice President Williams asked how many permits had been issued to dance clubs.

Deputy City Attorney Jesson referred the Commission to the Police Department and the District Attorney's Office.

Commissioner Keehn asked about current legislation developed by Supervisor Daly which would legalize the booths. She asked what part of the code would change if the legislation passed. Commissioner Keehn also asked which code described earlier was for the exotic dance clubs. Ms. Keehn said that the earlier description of codes made it seem as though there was not a category for exotic dance clubs.

Deputy City Attorney Jesson said one must find a code matching the activities going on in the club and that there were no codes for dancers.

Commissioner Keehn asked if the codes discussed earlier were the only codes.

Deputy City Attorney Jesson said that she did not bring the police codes.

President Shorter thanked Ms. Jesson for her testimony and called Jim Hutchinson, Acting Director of the Department of Building Inspections (DBI).

Mr. Hutchinson gave an overview of the work of DBI. He said that DBI did not do routine inspections of dance clubs. Mr. Hutchinson said that investigate complaints. Last year, he said DBI received 11 life-safety issue complaints regarding booths in exotic dance clubs. Mr. Hutchinson said that one could construct a booth as long as 5'9" without a building permit but that those over 5'9" needed a permit. Mr. Hutchinson listed the 11 clubs where complaints had been filed and gave a status report on the complaints. Mr. Hutchinson submitted a report into the record.

Commissioner Keehn asked how DBI issued permits. She asked if the Planning Department, the Fire Department and DBI issued the same types of permits.

Mr. Hutchinson said that DBI looks at loss of life issues when doing inspections. He suggested that the Police Department could look at issues before issuing permits or that a change could be made to the building inspection codes.

Commissioner Evans asked what the other requirements were for the booths.

Mr. Hutchinson said that the booths could be floor to ceiling but must have a door way which is clear and open.

President Shorter thanked Mr. Hutchinson and called Assistant District Attorney Davina Pujari.

Assistant District Attorney Pujari thanked the Commission for inviting her to speak. She said that the labor conditions of dancers in San Francisco is a very important issue to the District Attorney's Office. Ms. Pujari gave a historical overview of the work the District Attorney's Office has done. She said that the District Attorney's Office, the Police Department, the City Attorney's Office, and the Department of Building Inspection have formed a working group to discuss some of the same issues regarding labor conditions of exotic dancers. In April of 2004, the District Attorney's Office wrote to the California Labor Commission regarding the illegal wage practices of some of the clubs. Ms. Pujari said the District Attorney's Office had an open-door policy to meet with community representatives. She thanked the Commission for providing a forum to discuss these issues.

President Shorter asked what cases and complaints on labor conditions of exotic dancers had been brought forward to the District Attorney's Office, and if there was any consideration by the District Attorney to prosecute the club owners following the recent arrests and charges against the dancers for prostitution at their establishments.

Assistant District Attorney Pujari said she could not discuss specifics. She said that the District Attorney's Office reviewed complaints. The District Attorney's Office then looked at what criminal code or penal code was violated. In building a case, the District Attorney's Office gathered evidence. Ms. Pujari said that timely reporting is important when looking at the statute of limitations of some crimes. She believed it was critical to involve the Labor Commission's Field Enforcement. She said she was anxious to hear the Commission's recommendations.

Commissioner Keehn asked what type of evidence must be presented to prosecute club owners.

Assistant District Attorney Pujari said she charges are determined based on the criminal conduct of club owners.

Commissioner Williams asked how many "johns" have been prosecuted.

Assistant District Attorney Pujari said that she did not have those specific statistics.

President Shorter thanked Ms. Pujari and called Police Department-Vice and Narcotics Division Captain Tim Hettrich.

Captain Herrich began by talking about exotic dancers and prostitutes. He said that club owners and managers who were aware of prostitution in the clubs were the same as pimps as they were extorting money from women. Captain Herrich discussed the codes for Encounter Studios and explained the difference between the codes discussed earlier by Deputy City Attorney Paula Jesson. He said that booths have to have a visible doorway so that actions inside the booth can be seen from the outside. He said that the booths are used from acts of prostitution. He said that managers for New Century and Market Cinema clubs were arrested for pimping dancers. Captain Herrich said that the Police Department has never issued a permit for Encounter Studios.

President Shorter asked what codes were regulated by the Police Department.

Captain Hettrich said that they issue Place of Entertainment permits.

The Commission asked what codes regulate the dance clubs.

Captian Hettrich again explained the difference between the codes.

Commissioner Keehn asked if there was not provision for what actions were happening in the clubs how could there be a code violation.

Assistant District Attorney Pujari said that there was an exemption code.

Public Comment.

Vicki Sawicki, from the Coalition of Labor Union Women, read a statement into record. Ms. Sawicki said that a safe environment was needed for the dancers to provide a safe environment for all women, mothers and daughters.

Isis Rodriguez, from the Exotic Dancers Alliance, talked about the good history of the dancers in San Francisco. She said that club owners have become greedier and provided the example of the Exotic Dancers Alliance going after Mitchell Brothers for illegal fees.

Mary Sanders, from Local 790, said that dancers should have a fair wage, benefits of health care and retirement, and that they should have the expectation of a safe work environment. Ms. Sanders said that dancers have been complaining about unfair and unsafe working conditions for ten years and enough is enough.

Rosa Faye Marshall, President of the San Francisco Chapter of the Coalition of the Labor Union Women, said she supported the exotic dancers and that labor law was not being enforced on their behalf.

Sally Ann Buchman, Pride at Work-AFL-CIO, said she was here to support the exotic dancers. She said that labor laws should be supported and that dancers should have access to health care and retirement.

Maxine Doogan, Sex Workers Organized for Labor, Human, & Civil Rights, said that prostitution should be decriminalized. Ms. Doogan said that women working in the streets should not be arrested. She said that citations have been issued against club owners and managers but that the District Attorney's Office has refused to prosecute. She said that there should be a full-hearing open to the public.

Daisy Anarchy, Sex Workers Organized for Labor, Human, & Civil Rights, provided the Commission with packets containing letters of support. Ms. Anarchy said that when the clubs quit serving alcohol they began to raise stage fees. Ms. Anarchy said these issues raised [coerced prostitution and illegal stage fees] have gone unchecked for ten years. She said the Police Department had mailed out packages to the club owners about codes and permits.

Delphine Brody, outreach worker, said that she has first hand experience with working in the streets. She said she has been forced to have sex with police officers and therefore does not think the police are the appropriate agency to investigate these clubs. She believed the District Attorney's Office should conduct an investigation.

Rachel West, In Defense of Prostitute Safety, said that all sex-workers should be protected from violence. She said an emphasis should be placed making stage fees illegal.

Daisy Anarchy, Sex Workers Organized for Labor, Human, & Civil Rights, read a statement into record.

b. COSW Retreat Agenda

m/s/c (Williams/Evans/Unanimous)

Action: Approved the COSW Retreat Agenda for December 10, 2004.

No public comment.

c. Budget

Executive Director Emily Murase went over the budget with the Commission and discussed how the Department had absorbed the cuts from the Mayor's Office.

Public Comment

Beverly Upton, Domestic Violence Consortium, said that she was upset the cuts were being absorbed by getting rid of Deputy Director Rosario Navarrette's position. She said the community would be losing 15 years of experience. She wished the Department would have worked towards a more creative solution instead of losing a very senior staff position and an ally to the community.

Executive Director Murase said that the Mayor's Office had asked for 2 staff positions. The most senior position was chosen so that early retirement would be possible.

d. Pending legislation sponsored by Supervisor Daly related to exotic dance clubs

Commissioner Keehn asked the Department to contact Supervisor Daly's office to get an update on the status of the legislation.

No public comment.

8. REPORTS

a. Justice & Courage

Tabled by Commissioner Keehn.

No public comment.

b. CEDAW

Vice President Williams informed the Commission that the next CEDAW Committee meeting would be on December 1, 2004.

No public comment.

c. Friends

Vice President Williams said that Connie Perry, the current president of the Friends, would be stepping down but that other board members would still be active.

No public comment.

9. PUBLIC COMMENT

No public comment.

10. ADJOURNMENT

m/s/c (Shorter/Marks/Unanimous)

Action: Meeting adjourned at 7:06 PM.

No public comment.

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San Francisco Commission on the Status of Women

December 10, 2004 COSW Retreat

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Agenda

Friday, December 10, 2004

9:30 AM-4:30 pm

DOCUMENTS DEPT

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San Francisco, CA 94114

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Roster:

President Andrea Shorter

Commissioner

Dorka Keehn

Vice President Angela Williams

Commissioner Carolene Marks

Commissioner Andrea Evans

Commissioner Juanita Miles

Total

Estimated Meeting Time: 392 min.

- CALL TO ORDER/ROLL CALL
ACTION 1 min.
- ADOPTION OF AGENDA
ACTION 2 min.

- APPROVAL OF MINUTES
ACTION 2 min.

Review Action Items from November 17, 2004 Meeting

Explanatory document - Draft Minutes

4. PRESIDENT'S REPORT DISCUSSION 5 min.

5. EXECUTIVE DIRECTOR'S REPORT DISCUSSION 5 min.

CONSENT AGENDA

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There are no items on the Consent Agenda.

• NEW BUSINESS DISCUSSION/ACTION

a. Introductions Commissioner
Keehn 10 min.

Senior Policy Analyst Donnola will act as mediator for the retreat meetings. Ms. Donnola and Commissioner Keehn will review the rules of order which will be employed during the meeting.

- b. Review 2005 Calendar for COSW Meetings President
Shorter 5 min.

The Commission will review the 2005 calendar and change any Commission dates that conflict with a holiday or scheduling.

Action: To approve the 2005 Commission Meeting calendar.

- c. Efficiency Plan for DOSW Commissioner
Keehn 30 min.

The Commission will discuss and, if needed, make changes to the DOSW Efficiency Plan.

Explanatory document attached

Action: To approve the DOSW Efficiency Plan.

- d. Strategic Plan & Charter Compliance President
Shorter

The Commission will review the charter requirements and discuss how these requirements are being met. The following components will be discussed:

Charter
Compliance
10 min

Budget
20 min

CEDAW
30 min.

Violence Against Women
Programs

20 min.

*Working lunch will be provided +
break*

30 min

Justice &
Courage
20 min.

Girls
20 min.

Leadership
20 min

Health
20 min.

Friends
20 min.

Explanatory documents attached

Action: To approve the COSW Strategic Plan.

e. Grievance Policy
Keehn

Commissioner

20 min.

The Commission will discuss a draft grievance policy for filing complaints against
the Executive Director

Explanatory documents provided.

**Action: To approve a grievance policy for the Department on issues related to
the Executive Director.**

BREAK
10 min.

f. Guidelines for Commissioners

Commissioner

Keehn

30 min.

The Commission will discuss draft conduct guidelines.

Explanatory documents provided.

Action: To approve guidelines of conduct for the Commission.

h. Visibility of DOSW and COSW

Vice President

Williams

30 min.

The Commission will discuss the ways to improve the visibility of COSW and DOSW.

7. PUBLIC COMMENT

DISCUSSION

30 min.

(This item is to allow members of the public to comment generally on matters within the Commission’s purview as well as to suggest new agenda items for COSW’s future consideration.)

8. ADJOURNMENT

ACTION

2 min.

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San Francisco Commission on the Status of Women

December 10, 2004 COSW Meeting

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Minutes

Friday, December 10, 2004

9:30 AM-4:30 pm

Park Branch Library

1833 Page Street

San Francisco, CA 94114

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Public comment will be heard before and/or during each agenda item.

Members Present

Staff Present

President Andrea Shorter
Director Emily Murase

Executive

Vice President Angela Williams
Assistant Bernice Casey

Executive

Commissioner Andrea Evans
Policy Analyst Caroline Donnola

Senior

Commissioner Dorka Keehn
Coordinator Justine McGonagle

Justice & Courage

Commissioner Carolene Marks
Policy Analyst Carol Sacco

1. CALL TO ORDER/ROLL CALL

Vice President Williams called the meeting to order at 9:43 AM.

President Shorter arrived at the meeting at 9:45 AM.

Commissioner Keehn informed members of the public that the Commission would follow items 1 through 5 in the

agenda before making introductions.

2. ADOPTION OF AGENDA

m/s/c (Williams/Keehn/Unanimous)

Action: Adopted agenda for COSW Retreat, December 10, 2004.

No public comment.

3. APPROVAL OF MINUTES

Executive Assistant Bernice Casey read a correction to the minutes into the record.

m/s/c (Keehn/Williams/Unanimous)

Action: Approved amended minutes from COSW Meeting, November 17, 2004.

No public comment.

4. PRESIDENT'S REPORT

President Shorter thanked everyone for coming to the Commission Retreat. She recognized today as International Human Rights Day.

No public comment.

- **EXECUTIVE DIRECTOR'S REPORT**

Executive Director Emily Murase directed the Commission to their packets for her full report reviewing the past Executive Director reports from August to present. Ms. Murase skipped a full report in lieu of time.

No public comment.

- **NEW BUSINESS**

- a. **Introductions**

Commissioner Keehn acknowledged the work of the Department in preparing for the Retreat. Ms. Keehn introduced the facilitator, Baillee Serbin.

Ms. Serbin gave a brief history of her background. She reviewed the rules of conduct for the retreat. Ms. Serbin informed everyone that she would be taking notes.

Department staff, Commissioners, and members of the public all introduced themselves.

- 1. **Review 2005 Calendar for COSW Meetings**

President Shorter asked the Commission to review the 2005 calendar provided and

change any Commission dates that conflicted with a holiday or scheduling.

The Commission changed the December 2005 Commission Meeting to December 14, 2005 and chose an annual retreat date of September 23, 2005, to replace the regularly scheduled September 2005 Commission meeting.

m/s/c (Williams/Keehn/Unanimous)

Action: Approved the 2005 Commission Meeting calendar.

1. Efficiency Plan for DOSW

Executive Director Emily Murase reviewed the Efficiency Plan. She informed the Commission that the current plan did not reflect the inception of budget cuts. Ms. Murase told the Commission that the budget cuts were reflected in the Strategic Plan.

Commissioner Marks asked if the job library resource was being utilized by the public.

Executive Assistant Casey explained how the job library was used and the time it took for staff to maintain it.

Commissioner Marks asked about the complaints process and how many complaints the Department received.

Senior Policy Analyst Caroline Donnola said that the number of complaints the Department received varied.

Nina Jusuf, Executive Director of SFWAR, asked for clarification on the language used to describe the Violence Against Women (VAW) Programs.

Senior Policy Analyst Donnola said that the six categories of service had been combined into five areas with crisis line and legal assistance now making one category.

Executive Assistant Casey explained to the Commission that this current Efficiency Plan had been submitted to the Mayor and the Board of Supervisors per their instructions in October and November respectively.

The Commission decided to review the Efficiency Plan once changes had been made to reflect the edits in the Strategic Plan.

1. Strategic Plan & Charter Compliance

Charter Compliance

Executive Assistant Casey informed the Commission that the Department had reviewed the San Francisco Charter that applied to the duties of the Commission and the Department and had discussed what work the Department was able to do within current staffing constraints.

Commissioner Keehn reviewed the sections of the Charter Compliance with the Commission.

President Shorter stressed the importance of preserving staffing. She did not believe other City departments, such as the Department of Public Health, had to depend on interns to do the vital work of the department. Ms. Shorter said that the resources of the City had been cut short and it was very clear that the Commission and the Department have always made do. She said that there are some areas of the Charter we may not be able to accomplish. President Shorter stressed the importance of being able to do legislative work and the need for a legislative analyst position within the Department as described in Section 33.4 (c) of the Charter.

Executive Director Murase reviewed section d of the Charter. She believed that some aspects of the work could be accomplished by the CEDAW Committee.

Commissioner Williams said she would be working with the audit team to collect data needed to put together a Talent Bank.

Executive Director Murase said she would check with the Department of Human Resources regarding Section 33.4 (e) (1 & 2). She said that she would follow up with the City Attorney about Section 3.

Section 33.4 (e) (5 & 6) were moved to discuss under Public Outreach.

Beckie Masaki, Executive Director at the Asian Women's Shelter, asked the Commission and the Department to use the resources available in the community through the Partner Agencies to do work and to coordinate outreach efforts such as the public service campaign.

Justice & Courage Coordinator Justine McGonagle said that she had contacted W.O.M.A.N., Inc. to get their input on the public service campaign since their crisis line number was used in the campaign.

Beverly Upton, Executive Director at the Domestic Violence Consortium, said that if the community was more involved in planning that they could assist in helping to pull media together. Ms. Upton said that it would be helpful to know when the Commission and the Department were going to release public service campaigns so that the community could work together and not duplicate the work.

Beckie Masaki asked in what languages the new public service campaign would be released.

Justice & Courage Coordinator McGonagle replied the written resource guide was in Russian, Spanish, Tagalog, Vietnamese, Chinese, and English.

Commissioner Marks asked the status of the cell phones.

Justice & Courage Coordinator McGonagle said that several hundred phones had been give to agencies that provide services to domestic violence victims and that the response had been very positive.

Budget

Executive Director Murase informed the Commission that she had received a voice mail earlier in the morning from Noelle Simmons from the Mayor's Budget Office stating that the Mayor's Office would be cutting the VAW Grants Administrator position from the Department's budget.

President Shorter and Vice President Williams said they would meet with the Mayor and the Board of Supervisors to get a commitment to not cut the position.

Beckie Masaki said that the VAW Programs were a priority. Ms. Masaki said that the Partner Agencies could leverage a lot of resources on behalf of the Commission and the Department.

Commissioner Keehn echoed earlier statements about the need to meet with members of the Board of Supervisors and the Mayor to advocate on behalf of the Commission and the Department particularly for the staff position.

Beckie Masaki talked about the loss of Deputy Director Rosario Navarrette for the Commission, the Department, and particularly to the community.

Daisy Anarchy asked if Ms. Navarrette could be put into a restructured position at the Department.

Commissioner Keehn said that Ms. Navarrette had been cut so that she would be eligible for early retirement.

CEDAW

Policy Analyst Carol Sacco gave the Commission a brief report on the Status of CEDAW. She said that the CEDAW Committee had reconvened in September of 2004 and had reviewed the CEDAW five-year plan.

Commissioner Williams said that with the addition of new Committee member Maria Cora, the CEDAW Committee would begin to address women's access to health care and work to move forward on the recommendations from the Women's Health Plan. Ms. Williams said that more members were needed on the CEDAW Committee and asked the Commission to make recommendations.

Commissioner Williams asked what work had been done on telecommuting and asked that another Commissioner take over that area.

Executive Director Murase gave an update on what the Department had worked on and was planning on working on later in the year.

President Shorter expressed concerns about the accountability and legal issues associated with telecommuting.

Health

Executive Secretary Casey gave an overview of the trainings she had attended over the year and the community events focuses on health.

Commissioner Marks stressed the stressed for a survey to be done in Bayview/Hunters Point and suggested doing the work with another organization.

Maria Cora gave the Commission an update on the budget cuts to the Department of Public Health and the status of the Women's Health Plan.

Commissioner Marks said the Commission and the Department should work on making the public aware of the impact cardio vascular disease and depression have on women.

Commissioner Keehn suggested that health be viewed through the CEDAW lense.

Dasiy Anarchy thanked the Commission for their recent work on the labor conditions of exotic dancers and asked that the Commission continue to make this work a priority in their Strategic Plan.

Executive Director Murase suggested moving the work of labor conditions of exotic dancers under the Violence Against Women aspect of the work.

Leadership

Commissioner Williams said she had focus points that she wanted to see developed under leadership which she would provide to the Commission at the next Commission meeting. She said she wanted to focus on: the glass ceiling, a City Audit using CEDAW, one-stop employment shop for women, and a women's leadership luncheon.

Violence Against Women Programs

Senior Policy Analyst Donnola reviewed the VAW Programs. She said the Department was focusing on building a partnership with the communities. Ms. Donnola spoke about the staff transitions in the VAW position over the past two years and stressed a need to develop an institutional philosophy. She said that she enjoyed the work in building relationships with the Partner Agencies and believed that relationship building was important in the VAW position. Ms. Donnola provided examples of how she had worked with agencies to build capacity and future plans to do more trainings.

President Shorter thanked Ms. Donnola for her presentation and stressed the need for further capacity building.

Beckie Masaki thanked Ms. Donnola for continuing in the position and stated that unlike prior VAW administrators, felt Ms. Donnola took a big picture approach to the programs.

Justice & Courage

Justice & Courage Coordinator McGonagle reviewed the work Justice & Courage had accomplished in the past months and the partnerships that had been built.

Beverly Upton thanked Ms. McGonagle and Ms. Navarrette for their work on the Claire Joyce Tempongko Rally.

Ms. McGonagle discussed future projects including a Safety Audit and Filipina Advisory Committee.

Beverly Upton thanked Ms. Donnola for her work with the agencies and stressed that funding for women and girls was shrinking not only here in San Francisco but nationally.

Nina Jusuf thanked Ms. Donnola for her work.

Commissioner Keehn applauded the work by Ms. McGonagle and highlighted the work done by the Resource Committee.

Emberly Cross from the Restraining Order Clinic asked for clarification on the training the Department had done.

Ms. McGonagle reviewed the October 2004 training done in partnership with the California Alliance Against Domestic Violence on technology and safety.

Beverly Upton stressed the need to hold the City accountable for making services available in multiple languages as it is mandated to do. She stressed the importance of Commission and Department leadership. Under the area of visibility, Ms. Upton stressed the importance of reporting on the effectiveness of batterer programs and the fact that 500,000 batterers in California did not finish the required batterer program and that there was no enforcement to ensure these batterers were completing the program.

Girls

Policy Analyst Sacco reviewed the work done in the area of girls. She said that the Board of Supervisors had held a hearing in July on the high number of African-American girls in the San Francisco Juvenile Justice system.

President Shorter said that the Commission and the Department would be moving forward on this policy piece with the start-up of the Girls Issues Committee.

Friends

Vice President Williams reported on the status of the Friends of the Commission on the Status of Women. Ms. Williams said that some board members would be stepping down at the end of 2004. She said that Toni Wilson would be taking the lead. The issue with Friend's 501.3 (c) status had been resolved. The Friends had received another check from Verizon. In the areas of visibility, the Friends would be putting on a luncheon for women leaders and could possibly undertake the intern program for the Department.

The Commission asked the Department to rework the Strategic Plan with their suggestions and to bring the revised plan to the January or February Commission meeting for approval.

e. Guidelines for Commissioners

The Commission discussed draft conduct guidelines.

m/s/c (Keehn/Williams/Unanimous)

Action: Approved guidelines for Commissioners.

No public comment.

1. Visibility of DOSW and COSW

Vice President Williams discussed ways of improving the visibility of the Commission and the Department.

Commissioner Keehn suggested media training for the Commissioners and drawing attention to the batterers' programs discussed earlier.

President Shorter suggested policy papers which would be one sheet of information and/or analysis from the Department on different policies that effect women. Ms. Shorter also asked the Commission to make a commitment that each Commissioner make one public presentation in the communities each month.

The Commission discussed how to use the media potential of the work currently being done with the public service campaign.

President Shorter stressed the importance of making connections with the communities.

No public comment.

7. PUBLIC COMMENT

No public comment.

- **ADJOURNMENT**

m/s/c (Shorter/Williams/Unanimous)

Action: Adjourned meeting at 3:31 PM.

No public comment.[bc1]

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[bc1]



City & County of San Francisco

Commission on the Status of Women

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email: cosw@sfgov.org

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Agenda

Wednesday, December 15, 2004

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter

Commissioner Dorka Keehn

Vice President Angela Williams

Commissioner Carolene Marks

Commissioner Andrea Evans

Total Estimated Meeting Time: 89 min.

- | | | | |
|--|------------|----------------------|--------|
| 1. CALL TO ORDER/ROLL CALL | ACTION | | 1 min. |
| 2. ADOPTION OF AGENDA | ACTION | DOCUMENTS DEPT. | 2 min. |
| 3. APPROVAL OF MINUTES | ACTION | DEC 13 2004 | 2 min. |
| Review Action Items from December 10, 2004 Meeting | | SAN FRANCISCO | |
| Explanatory document - Draft Minutes | | PUBLIC LIBRARY | |
| 4. PRESIDENT'S REPORT | DISCUSSION | 12-13-04 10:28 R/V/D | 5 min. |
| 5. EXECUTIVE DIRECTOR'S REPORT | DISCUSSION | | 5 min. |

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

- | | | |
|-------------------|-------------------|-------|
| 6. CONSENT AGENDA | DISCUSSION/ACTION | 5 min |
|-------------------|-------------------|-------|

- a. Resolution Recognizing SFWAR's 30th Anniversary

Action: To approve a resolution recognizing SFWAR's 30th Anniversary.

- b. Resolution Recognizing the Contributions of Connie Perry to the Friends of the Commission on the Status of Women.

Action: To approve a resolution for Connie Perry.

- c. Resolution Recognizing the Contributions of Lela Harris to the Friends of the Commission on the Status of Women.

Action: To approve a resolution for Lela Harris.

7. NEW BUSINESS

DISCUSSION/ACTION

- a. Testimony Regarding Labor Conditions of Exotic Dancers in San Francisco 20 min.
Mr. Charlie Atilano, California Labor Commission

Mr. Atilano will discuss the history of the Labor Commission's investigation into the labor conditions of San Francisco exotic dancers.

- b. DNA/Police Department Crime Lab Mr. John M. Kelly 15 min.

Mr. Kelly, as a private citizen, will discuss his concern of the backlog of DNA evidence at the San Francisco Police Department Crime Lab.

8. OLD BUSINESS

DISCUSSION/ACTION

- a. Recommendations Regarding Labor Conditions of Exotic Dancers in San Francisco 15 min.
President Shorter

Based on the testimony presented before the Commission at the September 22, October 27, November 17 and tonight's Commission meeting, the Commission will make recommendations regarding the labor conditions of exotic dancers in San Francisco.

Action: To approve the recommendations regarding labor conditions of exotic dancers in San Francisco.

9. REPORTS

DISCUSSION/ACTION

- a. Justice & Courage Commissioner Keehn 5 min.
b. CEDAW Vice President Williams 5 min.
c. Friends Vice President Williams 5 min.

10. PUBLIC COMMENT

DISCUSSION

2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

11. ADJOURNMENT

ACTION

2 min.

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San Francisco Commission on the Status of Women

December 15, 2004 Meeting Cancelled

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Agenda

Wednesday, December 15, 2004

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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(Chapter 67 of the San Francisco Administrative Code)

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Attention: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Campaign & Governmental Conduct Code § 2.100 - 2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 30 Van Ness Ave., Suite 3900, San Francisco, CA 94102; phone: 415-581-2300, fax: 415-581-2317 and web site <http://www.sfgov.org/ethics>.

Lobbyist Registration and Reporting Requirements

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